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1982-1983 administrative compensation survey



COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION
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The College and University Personnel Association is an international network of some 3,500 personnel administrators representing about 1,100 colleges and universities. Through regular and special publications and studies, CUPA aims to keep its members informed of the latest legal, legislative, and regulatory developments affecting personnel administration, as well as trends and innovative policies and practices in the field. Services include a weekly newsletter, a quarterly journal, an annual conference, regional meetings, and seminars on timely topics of special interest to the personnel profession. For membership information, contact Josie Grinner, CUPA, 11 Dupont Circle, Suite 120, Washington, DC 20036, (202)462-1038.

1982 - 1983 administrative compensation survey

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February 1983

1982-83 ADMINISTRATIVE COMPENSATION SURVEY

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The 1982-83 *Administrative Compensation Survey Report* represents the collective leadership and direction by the CUPA Board of Directors and CUPA's Council on Wage and Salary Administration chaired by Forest C. Benedict. A listing of the CUPA Board and Council appears on the back inside cover of this report.

Each year CUPA develops a work schedule that calls for disseminating survey results to users on an earlier basis than the prior year. The 1982-83 report again meets our goal. We largely credit the staff of the University of Pittsburgh's NASA Industrial Applications Center, under Jan P. Miller's direction, in making this report more timely and for many of this year's improvements. The Center has conducted data processing and retrieval for the survey since 1977. Staff at the University of Pittsburgh who deserve special recognition and appreciation are:

DATA ENTRY	-	Lee Anne Altman, John Chobany, Robert Estok, Daniel Jacobs, Vincent Kelly, Judith Macek, Thomas Pittock
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We also gratefully recognize and acknowledge the contribution of Harrison M. Rainie, Jr., Vice President of the Human Resource Management Group, Management Consulting Division of Alexander and Alexander. His assistance with this year's revisions to the survey instrument and analysis of data provided the expert guidance needed to improve this survey.

Recognizing the significant contribution that the CUPA Administrative Compensation Survey makes toward better management information for the higher education community, the following national associations deserve recognition for encouraging constituent participation this year:

American Association of Community and Junior Colleges
American Association of State Colleges and Universities
Association of American Colleges
Association of Catholic Colleges and Universities
Association of Community College Trustees
Association of Governing Boards of Universities and Colleges
Council of Independent Colleges
National Association of Independent Colleges and Universities
National Association of State Universities and Land Grant Colleges

Finally, I wish to thank the CUPA Headquarters Office staff who, as always, play a critical role in all aspects of producing the Survey Report. In particular, I am grateful to David Roots, Deborah Reese, Carin Luke, Deirdre Blount, Sandy Shapiro, Deborah Rafanowicz, Josie Grinner, and Cheryl Wait.

Stephen S. Miller
Executive Director

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4	Private Independent Institutions				
5	Private Religious Institutions				
6	Theological Seminaries				
7	Medical Schools or Centers				
8	Traditionally Black Institutions				
9	All Universities	Unspecified	Unspecified	Unspecified	Unspecified
10	University	Unspecified	Unspecified	2,499 or less	Unspecified
11	University	Unspecified	Unspecified	2,500 - 4,999	Unspecified
12	University	Unspecified	Unspecified	5,000 - 9,999	Unspecified
13	University	Unspecified	Unspecified	10,000 - 19,999	Unspecified
14	University	Unspecified	Unspecified	20,000 or more	Unspecified
15	University	Public	Public	4,999 or less	Unspecified
16	University	Public	Public	5,000 - 9,999	Unspecified
17	University	Public	Public	10,000 - 19,999	Unspecified
18	University	Public	Public	20,000 or more	Unspecified
19	University	Private	Private	2,499 or less	Unspecified
20	University	Private	Private	2,500 - 4,999	Unspecified
21	University	Private	Private	5,000 or more	Unspecified
22	All 4-Year Colleges	Unspecified	Unspecified	Unspecified	Unspecified
23	4-Year Colleges	Unspecified	Unspecified	499 or less	Unspecified
24	4-Year Colleges	Unspecified	Unspecified	500 - 999	Unspecified
25	4-Year Colleges	Unspecified	Unspecified	1,000 - 2,499	Unspecified
26	4-Year Colleges	Unspecified	Unspecified	2,500 - 4,999	Unspecified
27	4-Year Colleges	Unspecified	Unspecified	5,000 or more	Unspecified
28	4-Year Colleges	Public	Public	2,499 or less	Unspecified
29	4-Year Colleges	Public	Public	2,500 - 4,999	Unspecified
30	4-Year Colleges	Public	Public	5,000 or more	Unspecified
31	4-Year Colleges	Private	Private	499 or less	Unspecified
32	4-Year Colleges	Private	Private	500 - 999	Unspecified
33	4-Year Colleges	Private	Private	1,000 - 2,499	Unspecified
34	4-Year Colleges	Private	Private	2,500 or more	Unspecified

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Measure: Salary

Table Number	Institutional Classification	Sector	Enrollment	Budget Range
35	All 2-Year Colleges	Unspecified	Unspecified	Unspecified
36	2-Year Colleges	Unspecified	499 or less	Unspecified
37	2-Year Colleges	Unspecified	500 - 999	Unspecified
38	2-Year Colleges	Unspecified	1,000 - 2,499	Unspecified
39	2-Year Colleges	Unspecified	2,500 - 4,999	Unspecified
40	2-Year Colleges	Unspecified	5,000 - 9,999	Unspecified
41	2-Year Colleges	Unspecified	10,000 or more	Unspecified
42	2-Year Colleges	Public	499 or less	Unspecified
43	2-Year Colleges	Public	500 - 999	Unspecified
44	2-Year Colleges	Public	1,000 - 2,499	Unspecified
45	2-Year Colleges	Public	2,500 - 4,999	Unspecified
46	2-Year Colleges	Public	5,000 - 9,999	Unspecified
47	2-Year Colleges	Public	10,000 or more	Unspecified
48	2-Year Colleges	Private	499 or less	Unspecified
49	2-Year Colleges	Private	500 or more	Unspecified
50	University	Unspecified	Unspecified	\$7,499,999 or less
51	University	Unspecified	Unspecified	\$7,500,000 - \$14,999,999
52	University	Unspecified	Unspecified	\$15,000,000 - \$29,999,999
53	University	Unspecified	Unspecified	\$30,000,000 - \$49,999,999
54	University	Unspecified	Unspecified	\$50,000,000 - \$99,999,999
55	University	Unspecified	Unspecified	\$100,000,000 - \$149,999,999
56	University	Unspecified	Unspecified	\$150,000,000 or more
57	4-Year Colleges	Unspecified	Unspecified	\$1,499,999 or less
58	4-Year Colleges	Unspecified	Unspecified	\$1,500,000 - \$2,499,999
59	4-Year Colleges	Unspecified	Unspecified	\$2,500,000 - \$4,999,999
60	4-Year Colleges	Unspecified	Unspecified	\$5,000,000 - \$9,999,999
61	4-Year Colleges	Unspecified	Unspecified	\$10,000,000 - \$24,999,999
62	4-Year Colleges	Unspecified	Unspecified	\$25,000,000 or more
63	4-Year Colleges	Private	Unspecified	\$1,499,999 or less
64	4-Year Colleges	Private	Unspecified	\$1,500,000 - \$2,499,999
65	4-Year Colleges	Private	Unspecified	\$2,500,000 - \$4,999,999
66	4-Year Colleges	Private	Unspecified	\$5,000,000 - \$7,499,999
67	4-Year Colleges	Private	Unspecified	\$7,500,000 - \$9,999,999
68	4-Year Colleges	Private	Unspecified	\$10,000,000 or more
69	2-Year Colleges	Unspecified	Unspecified	\$1,499,999 or less
70	2-Year Colleges	Unspecified	Unspecified	\$1,500,000 - \$2,499,999
71	2-Year Colleges	Unspecified	Unspecified	\$2,500,000 - \$4,999,999
72	2-Year Colleges	Unspecified	Unspecified	\$5,000,000 - \$9,999,999
73	2-Year Colleges	Unspecified	Unspecified	\$10,000,000 - \$14,999,999
74	2-Year Colleges	Unspecified	Unspecified	\$15,000,000 or more

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INTRODUCTION

Providing timely data on salaries paid to college and university administrators is more critical today than ever before. With human resource costs ranging from 65 to 85 percent of operating expenditures in our nation's colleges and universities, we must learn how to more effectively manage our limited resources. To assist with that objective, the 1982-83 Administrative Compensation Survey provides salary data at a time when decision-makers in higher education are evaluating compensation for administrative staff and planning budgets.

The 1982-83 *Administrative Compensation Survey* represents the sixth year that the College and University Personnel Association (CUPA) has conducted this survey on an annual basis. With each Survey we learn more about the salary data needs of higher education, and we make appropriate additions and changes to improve the methods both of collecting data and of presenting the results.

We again focused this year's survey objective on reporting data on 94 first-line administrative positions common within most higher education institutions. For the first time, we also collected data and prepared a separate report covering 40 second-line administrative positions in higher education. Finally, a continuing objective of the Survey is to develop greater use of the CUPA Special Study Reports that enable institutions to order low-cost data tailored to their specific objectives. To meet that goal, we have expanded the types of Special Study Reports from 9 to 10 (Section IV p. x Special Study Information).

CUPA is confident that these refinements in the Survey better serve the needs of higher education. We intend with each annual Survey to learn more about higher education's growing salary data needs, so that we can continue to improve our response to those needs. To that end, the CUPA Wage and Salary Council has initiated a study of the Survey with an eye towards improving the usefulness of the report and educating users on the importance of Special Study data. As always, we encourage any suggestions for improved salary data collection and reporting.

I. 1982-83 SURVEY

RESPONDENTS

Survey questionnaires were sent to 2,917 higher education institutions, of which 1,496 responded. An alphabetical list of respondents appears in Appendix B, which also indicates each institution's classification (i.e., university, four-year college, two-year college, and other), source of fiscal support (public and private), system affiliation, and state residence.

The 1982-83 Survey Report is based on 1,487 usable responses from 51.0 percent of the institutions surveyed. The following table profiles the institutions that responded:

SURVEY METHODS

CUPA has used the same general approach in collecting the data each year the CUPA Survey has been made. We mailed the Survey form with a letter inviting participation to Presidents of higher education institutions from a mailing list provided to CUPA by the American Council on Education (ACE). A similar mailing was sent to each CUPA member institution. Instructions for reporting the data and summary descriptions of the positions for which data were sought accompanied the data form. Appendix C comprises the Survey form and instructions, and Appendix D contains the summary position descriptions.

In processing the data, the Survey staff has given each institutional response form a code number to ensure confidentiality. In addition, positions with less than five responses are not reported. Assurance of confidentiality has fostered in large part the broad participation that has characterized the Survey from its inception.

When institutions order special analyses of selected peer groups (Special Studies), confidentiality is maintained by the application of two rules. First, the special order must sample 10 or more institutions. Second, the report will supply data only for those positions for which there were at least three responses.

II. DEFINITIONS AND GENERAL CHARACTERISTICS

DATA SPECIFICATIONS

Respondents were asked to observe the following specifications in reporting their data:

- Salaries are those in effect during the Fall of 1982.
- Salaries are at an annualized, full-time rate; they reflect only actual cash earnings, excluding any services contributed without charge.
- Enrollment and budget figures are for the operating year 1982-83.
- Enrollment is stated in terms of equivalent full-time students.
- Budgets include amounts for current educational and general operations, including research funds. Budgets do not include amounts for student aid, auxiliary enterprises, service departments, construction, and similar activities.

INTERQUARTILE RANGE

Salary data shown on the basic tables in this report indicate the median and the interquartile range for each position.

- The MEDIAN is the middle value in an array of all salaries for the position; half of the salaries are lower than the median and half are higher. The median is considered a more reliable measure than the mean/average because it minimizes the effect of extremely high and low salaries.

Institutional Classification	1982-83 Survey Respondents	
	Number	Percent of Total
Universities	418	28
Four-year Colleges	503	34
Two-year Colleges	453	31
Other	113	7
TOTAL	1,487	100

The following identifies the respondents to the 1982-83 Survey by source of institutional support:

Institutional Classification	Institutional Support Source		Total
	Public	Private	
Universities	278	140	418
Four-year Colleges	117	386	503
Two-year Colleges	408	45	453
Other	65	48	113
TOTAL	868	619	1,487

CHANGES FOR 1982-83 SURVEY

The 1982-83 Survey document reflects a continuing effort to initiate changes suggested by respondents and others close to CUPA. These changes include such factors as increases in the number of positions reported on, increases in the number of different tables presented, and other similar considerations.

Changes to note are as follows:

- Position Title Revisions

10.0 Chief Personnel/Human Resources Officer
 18.0 Director, Computer Center
 29.0 Chief Physical Plant Facilities Management Officer

- Position Replacement

24.0 Director, Employee Training moved to Secondary
 Position Survey and replaced by Chaplain

- Tables changed/added/deleted

Table 54 changed Universities Budget Range \$50,000,000 - \$99,999,999
 Table 55 added Universities Budget Range \$100,000,000 - \$149,999,999
 Table 56 added Universities Budget Range \$150,000,000 or more
 Table 61 changed 4-year Colleges Budget Range \$10,000,000 - \$24,999,999
 Table 62 added 4-year Colleges Budget Range \$25,000,000 or more
 Table 73 changed 2-year Colleges Budget Range \$10,000,000 - \$14,999,999
 Table 74 added 2-year Colleges Budget Range \$15,000,000 or more

- Tables indicating Regional Summaries and Median Salaries as a function of Chief Executive Officer Salary were deleted (Note: This data is available through Special Study Reports).

- The FIRST QUARTILE (Q1 on Tables) divides salaries below the median into two 25 percent segments.
- The THIRD QUARTILE (Q3 on the Tables) divides salaries above the median into two 25 percent segments.
- Q1 and Q3, therefore, mark the interquartile range; half of all salaries -- the middle 50 percent -- fall within this range.

WEIGHTED AVERAGE

Weighted average is the sum of the median salaries divided by the number of respondents in each position.

III. SALARY SURVEY COMMENTS

SALARY INCREASES

For positions included in both the 1981-82 and 1982-83 surveys, weighted averages of median salaries rose by the following percentages:

Source of Support	Increase Over 1981-82	Institutional Classification	Increase Over 1981-82
Public	6.6%	Universities	6.2%
Private	5.6%	Four-year Colleges	4.7%
All institutions	6.4%	Two-year Colleges	6.5%

Within different families of positions, weighted averages of median salaries in all institutions increased as follows:

Job Family	Increase Over 1981-82
Academic Affairs	6.5%
Administrative Affairs	7.9%
External Affairs	7.2%
Student Affairs	4.2%
Executive Affairs	8.3%

PROMOTION/TRANSFER VS. OUTSIDE HIRE

Table 75 compares median salaries of those who were promoted or transferred to their positions from within the institution ("inside hire"), and those who were hired from outside.

Incumbents are fairly evenly divided between the two sources. Median salaries of those promoted or transferred from within averaged 3.0 percent higher.

NON-MINORITIES VS. MINORITIES

Median salaries in all institutions for non-minority and minority incumbents are shown on Table 76; minority salaries averaged 37.2 percent lower than non-minority salaries. Average years of service of minorities in their present positions were 19.8 percent lower than those of non-minority incumbents (see Table 79).

MALE VS. FEMALE

Table 77 lists median salaries of male and female incumbents in all institutions; women's salaries were lower with the weighted average differential between medians at 44.8 percent. Average years of service of females in their present positions are 36.9 percent lower than those of male incumbents (see Table 80).

FOUR-YEAR SALARY COMPARISON

Median salaries and percentage increases for 573 institutions that have been reporting data since the 1979-80 Survey are shown on Table 78 for positions that were included in all four Survey years. A final column indicates the compound rate of change over the four-year period.

On the average, weighted median salaries for all reported positions increased by 23.8 percent since 1979. The table below details these increases:

Year	Percentage Increase
1979-80	Base Year
1980-81	6.8%
1981-82	8.4%
1982-83	6.9%

SALARY DISTRIBUTION

The frequency distribution of all salaries reported for each Survey position is tabulated in Appendix A. The mean (arithmetic average) salary for all institutions is shown at the bottom of each column in the tables.

SECONDARY POSITIONS

Under a separate title, 1982-83 *Administrative Compensation Survey Supplement*, for the first time CUPA has prepared a report of salary data for 26 second-line positions common to college and university administrative staff. This Supplement presents 21 tables of data similar to that displayed in the primary Survey report. Copies can be purchased from the CUPA Headquarters Office.

IV. SPECIAL STUDY INFORMATION

The tables that follow summarize the compensation data that have been found to be of greatest interest and value to the majority of participants. The data base from which the tables were developed can provide a great deal of additional information.

Participants have made increasing use of CUPA's capability to formulate salary survey information that meets the specialized requirements or preferences of an institution.

Customized surveys can be provided on:

- Any group of named institutions selected from the list of respondents (provided that at least ten institutions are included to maintain confidentiality of information). **Data are not identified by institution.**
- Demographic characteristics alone or in combinations, including: budget, enrollment, faculty size, staff size, institutional type, source of support, and system structure.
- Institutions within a given geographic region or state.

In effect, any of the institutional characteristics reported on in the Survey questionnaire may be used to delimit the desired information -- singly or in any combination. Furthermore, Special Studies can now cover five consecutive Survey years (1978-79, 1979-80, 1980-81, 1981-82, and 1982-83).

All results are accompanied by a list of the respondents that were selected to provide the sample data.

TYPES OF DATA DISPLAYS

1. Standard median salary display with interquartile ranges
2. Standard median years-of-service display with interquartile ranges
3. Standard distribution of salaries display
4. Standard percent of Chief Executive Officer salary display
5. Minority/Non-minority comparison display
6. Internal/External hire comparison display
7. Male/female comparison display
8. Reporting relationship display and histogram
9. Listing of individual salary by position
10. Graphic Presentations

Other uses of data requiring manipulation and display techniques are possible. Such specialized needs should be discussed with CUPA Headquarters Staff at (202) 462-1038.

The Special Study order form included with this Report provides further details on how to order a Special Study or obtain additional information (see Appendix E).

Table 1
ALL INSTITUTIONS SUMMARY

MEASURE: Salary. CLASSIFICATION(S): Not specified. SOURCE(S) OF SUPPORT: Not specified. FTE-ENROLLMENT RANGE: Not specified.
1982/83 BUDGET RANGE: Not specified. CASES SELECTED: 1,487.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	\$66,725	\$54,398	\$78,000	134
2.0	Chief Executive Officer, Single Institution	\$55,624	\$47,140	\$65,000	1,310
3.0	Executive Vice President	\$49,000	\$40,000	\$57,500	291
4.0	Chief Academic Officer	\$44,136	\$37,000	\$53,004	1,310
5.0	Chief Business Officer	\$41,712	\$33,659	\$51,000	1,355
6.0	Chief Student Affairs Officer	\$36,750	\$30,000	\$45,059	1,309
7.0	Chief Development Officer	\$37,508	\$30,000	\$45,000	752
8.0	Chief Public Relations Officer	\$27,666	\$20,932	\$37,187	742
9.0	Chief Planning Officer	\$38,580	\$32,400	\$48,028	216
10.0	Chief Personnel/Human Resources Officer	\$31,500	\$24,837	\$39,000	660
11.0	Chief Health Professions Officer	\$53,920	\$32,340	\$79,600	106
12.0	Chief Budgeting Officer	\$35,210	\$29,000	\$42,112	407
13.0	Director, Legal Services	\$43,000	\$37,000	\$52,743	170
14.0	Registrar	\$27,500	\$21,600	\$33,500	1,192
16.0	Director, Learning Resources Center	\$28,185	\$21,854	\$34,818	523
17.0	Director, Library Services	\$30,370	\$23,574	\$39,567	1,129
18.0	Director, Computer Center	\$32,427	\$26,200	\$40,000	901
19.0	Director, Educational Media Services	\$24,600	\$18,960	\$31,148	491
20.0	Director, Institutional Research	\$31,805	\$26,000	\$37,500	477
21.0	Director, Special and Deferred Gifts	\$29,282	\$24,586	\$35,700	115
22.0	Administrator, Grants and Contracts	\$33,500	\$25,500	\$41,000	390
23.0	Director, Affirmative Action/Equal Employment	\$30,632	\$25,800	\$36,500	328
24.0	Chaplain	\$20,575	\$15,000	\$26,000	260
25.0	Comptroller	\$33,000	\$26,220	\$39,481	801
26.0	Director, Internal Audit	\$30,440	\$24,837	\$35,400	307
27.0	Bursar	\$22,900	\$18,500	\$29,023	334
28.0	Director, Food Services	\$26,750	\$20,500	\$32,143	368
29.0	Chief Physical Plant/Facilities Management Officer	\$32,000	\$25,656	\$39,000	1,050
30.0	Director, Purchasing	\$25,700	\$20,400	\$31,884	698
31.0	Director, Bookstore	\$18,740	\$14,200	\$25,200	847
32.0	Director, Campus Security	\$23,764	\$18,179	\$29,467	761
33.0	Director, Information Systems	\$35,800	\$27,326	\$44,230	211
34.0	Director, News Bureau	\$22,260	\$17,880	\$27,226	253
35.0	Director, Auxiliary Services	\$31,779	\$24,404	\$39,048	290
36.0	Director, Admissions	\$28,999	\$24,000	\$34,340	1,012
37.0	Director, Foreign Students	\$24,515	\$20,000	\$30,000	154
38.0	Director, International Studies Education	\$32,540	\$23,879	\$38,300	123
39.0	Director, Student Financial Aid	\$25,100	\$20,148	\$30,420	1,208
40.0	Director, Student Placement	\$24,274	\$19,550	\$29,500	860
41.0	Director, Student Counseling	\$28,200	\$22,896	\$33,750	814
42.0	Director, Student Union	\$26,200	\$20,000	\$31,910	420
43.0	Director, Student Health Services (Physician Administrator)	\$48,530	\$32,700	\$57,590	324
44.0	Director, Student Health Services (Nurse Administrator)	\$16,640	\$13,200	\$21,600	496
45.0	Director, Student Housing	\$22,470	\$17,000	\$28,500	633
46.0	Director, Athletics	\$31,710	\$25,358	\$39,059	805
47.0	Director, Athletics/Men	\$29,125	\$23,300	\$37,760	110
48.0	Director, Athletics/Women	\$23,268	\$18,100	\$28,800	208
49.0	Director, Campus Recreation/Intramurals	\$22,260	\$17,300	\$27,372	330
50.0	Director, Alumni Affairs	\$23,276	\$18,200	\$29,000	649
51.0	Director, Information Office	\$25,629	\$20,525	\$31,797	367
52.0	Director, Community Services	\$29,092	\$23,750	\$35,000	280
53.0	Administrator, Hospital Medical Center	\$64,950	\$47,322	\$76,680	48
54.0	Director, Publications	\$24,012	\$19,800	\$28,666	301
55.0	Director, Risk Management and Insurance	\$30,444	\$25,400	\$38,040	82
56.0	Chief Planning and Budget Officer	\$45,600	\$38,000	\$52,649	84
57.0	Chief Development and Public Relations Officer	\$42,000	\$33,999	\$52,000	167
58.0	Director, Personnel and Affirmative Action	\$28,836	\$21,216	\$35,086	213
59.0	Director, Admissions and Financial Aid	\$31,152	\$26,000	\$39,132	113
60.0	Director, Housing and Food Services	\$38,000	\$31,300	\$41,290	44
61.0	Director, Development and Alumni Affairs	\$34,419	\$26,520	\$39,400	85
62.0	Dean, Architecture	\$51,520	\$44,516	\$58,579	67
63.0	Dean, Agriculture	\$48,072	\$36,247	\$59,000	95
64.0	Dean, Arts and Letters	\$40,000	\$31,465	\$48,072	104
65.0	Dean, Arts and Sciences	\$46,500	\$38,707	\$54,300	371
66.0	Dean, Business	\$43,337	\$33,770	\$53,190	599
67.0	Dean, Communications	\$35,925	\$29,742	\$46,100	97
68.0	Dean, Continuing Education	\$35,037	\$28,500	\$43,000	552
69.0	Dean, Dentistry	\$70,000	\$64,680	\$78,500	53
70.0	Dean, Education	\$44,646	\$36,474	\$51,895	407
71.0	Dean, Engineering	\$54,054	\$39,700	\$64,000	230
73.0	Dean, Extension	\$41,000	\$32,925	\$49,850	77
74.0	Dean, Fine Arts	\$41,920	\$29,450	\$49,200	170
75.0	Dean, Graduate Programs	\$45,860	\$38,330	\$54,084	364
76.0	Dean, Health Related Professions	\$38,200	\$32,547	\$48,072	179
77.0	Dean, Home Economics	\$45,516	\$32,435	\$53,500	68
78.0	Dean, Humanities	\$34,200	\$26,785	\$42,700	194
80.0	Dean, Law	\$67,787	\$61,000	\$74,500	138
81.0	Dean, Library and Information Sciences	\$43,500	\$39,400	\$49,000	74
82.0	Dean, Mathematics	\$33,608	\$26,910	\$39,500	111
83.0	Dean, Medicine	\$86,700	\$78,750	\$105,480	81
84.0	Dean, Music	\$38,000	\$28,100	\$49,300	94
85.0	Dean, Nursing	\$39,000	\$31,169	\$49,200	299
86.0	Dean, Occupation Studies/Vocational Education/Technology	\$37,576	\$31,833	\$43,518	231
87.0	Dean, Pharmacy	\$56,460	\$51,250	\$63,500	58
89.0	Dean, Sciences	\$35,730	\$28,469	\$46,154	258
90.0	Dean, Social Sciences	\$33,085	\$26,910	\$38,800	228
91.0	Dean, Social Work	\$50,200	\$40,882	\$56,200	73
92.0	Dean, Special Programs	\$32,556	\$26,458	\$38,603	97
93.0	Dean, Undergraduate Programs	\$41,000	\$34,556	\$50,287	93

Table 2
PUBLIC INSTITUTIONS SUMMARY

MEASURE: Salary. CLASSIFICATION(S): Not specified. SOURCE(S) OF SUPPORT: Public. FTE-ENROLLMENT RANGE: Not specified.
1982/83 BUDGET RANGE: Not specified. CASES SELECTED: 868.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	\$65,950	\$54,000	\$77,252	111
2.0	Chief Executive Officer, Single Institution	\$55,693	\$48,710	\$64,000	754
3.0	Executive Vice President	\$50,000	\$44,200	\$56,223	163
4.0	Chief Academic Officer	\$47,000	\$39,731	\$54,144	762
5.0	Chief Business Officer	\$43,500	\$36,000	\$51,950	805
6.0	Chief Student Affairs Officer	\$40,000	\$34,128	\$47,000	773
7.0	Chief Development Officer	\$39,234	\$31,779	\$45,972	277
8.0	Chief Public Relations Officer	\$32,000	\$23,728	\$39,204	396
9.0	Chief Planning Officer	\$40,140	\$33,960	\$48,224	158
10.0	Chief Personnel/Human Resources Officer	\$33,460	\$27,732	\$40,895	441
11.0	Chief Health Professions Officer	\$52,545	\$32,340	\$74,568	75
12.0	Chief Budgeting Officer	\$35,492	\$29,500	\$42,700	310
13.0	Director, Legal Services	\$42,420	\$36,000	\$50,400	130
14.0	Registrar	\$31,000	\$25,682	\$35,750	634
16.0	Director, Learning Resources Center	\$30,439	\$25,151	\$36,426	387
17.0	Director, Library Services	\$34,489	\$27,882	\$42,699	591
18.0	Director, Computer Center	\$34,740	\$28,620	\$41,720	561
19.0	Director, Educational Media Services	\$27,328	\$22,267	\$34,377	315
20.0	Director, Institutional Research	\$33,000	\$27,814	\$38,353	355
21.0	Director, Special and Deferred Gifts	\$28,827	\$25,286	\$38,069	42
22.0	Administrator, Grants and Contracts	\$34,254	\$27,814	\$41,000	273
23.0	Director, Affirmative Action/Equal Employment	\$30,653	\$26,000	\$36,000	261
25.0	Comptroller	\$34,857	\$28,900	\$40,904	423
26.0	Director, Internal Audit	\$30,779	\$26,000	\$35,000	224
27.0	Bursar	\$25,166	\$19,538	\$30,200	198
28.0	Director, Food Services	\$28,091	\$21,950	\$33,670	202
29.0	Chief Physical Plant/Facilities Management Officer	\$34,017	\$28,427	\$40,300	618
30.0	Director, Purchasing	\$27,224	\$21,732	\$32,915	473
31.0	Director, Bookstore	\$21,555	\$16,680	\$27,756	452
32.0	Director, Campus Security	\$26,000	\$21,050	\$31,986	440
33.0	Director, Information Systems	\$36,700	\$29,700	\$44,619	141
34.0	Director, News Bureau	\$24,728	\$20,710	\$28,629	121
35.0	Director, Auxiliary Services	\$33,228	\$25,971	\$39,422	197
36.0	Director, Admissions	\$30,197	\$26,064	\$35,000	505
37.0	Director, Foreign Students	\$25,570	\$21,677	\$31,150	91
38.0	Director, International Studies Education	\$33,820	\$27,588	\$42,000	82
39.0	Director, Student Financial Aid	\$27,800	\$23,400	\$32,244	685
40.0	Director, Student Placement	\$27,307	\$23,021	\$31,764	462
41.0	Director, Student Counseling	\$30,499	\$25,832	\$35,429	504
42.0	Director, Student Union	\$28,830	\$23,517	\$33,800	278
43.0	Director, Student Health Services (Physician Administrator)	\$51,135	\$41,915	\$58,764	209
44.0	Director, Student Health Services (Nurse Administrator)	\$20,719	\$17,000	\$24,314	214
45.0	Director, Student Housing	\$26,747	\$21,734	\$33,516	294
46.0	Director, Athletics	\$34,750	\$28,799	\$41,319	436
47.0	Director, Athletics/Men	\$34,121	\$28,953	\$41,800	63
48.0	Director, Athletics/Women	\$27,100	\$22,100	\$33,600	111
49.0	Director, Campus Recreation/Intramurals	\$23,517	\$19,244	\$28,740	219
50.0	Director, Alumni Affairs	\$25,560	\$21,880	\$32,455	249
51.0	Director, Information Office	\$26,520	\$22,718	\$32,700	234
52.0	Director, Community Services	\$30,365	\$25,121	\$35,415	228
53.0	Administrator, Hospital Medical Center	\$63,000	\$48,141	\$72,000	38
54.0	Director, Publications	\$26,770	\$21,918	\$30,751	141
55.0	Director, Risk Management and Insurance	\$30,240	\$25,529	\$38,000	60
56.0	Chief Planning and Budget Officer	\$45,600	\$40,000	\$52,000	53
57.0	Chief Development and Public Relations Officer	\$41,262	\$34,734	\$50,900	82
58.0	Director, Personnel and Affirmative Action	\$28,836	\$22,500	\$35,040	142
59.0	Director, Admissions and Financial Aid	\$28,902	\$26,250	\$36,372	50
60.0	Director, Housing and Food Services	\$38,000	\$34,000	\$42,900	28
61.0	Director, Development and Alumni Affairs	\$35,456	\$28,000	\$39,700	53
62.0	Dean, Architecture	\$51,350	\$45,000	\$56,400	52
63.0	Dean, Agriculture	\$48,859	\$36,551	\$59,000	91
64.0	Dean, Arts and Letters	\$41,600	\$32,152	\$48,698	82
65.0	Dean, Arts and Sciences	\$46,500	\$39,444	\$54,300	253
66.0	Dean, Business	\$43,600	\$34,120	\$51,912	440
67.0	Dean, Communications	\$34,723	\$30,000	\$45,500	76
68.0	Dean, Continuing Education	\$36,834	\$30,814	\$44,064	373
69.0	Dean, Dentistry	\$68,500	\$64,000	\$75,950	36
70.0	Dean, Education	\$45,799	\$40,772	\$52,430	303
71.0	Dean, Engineering	\$52,041	\$37,461	\$61,734	177
73.0	Dean, Extension	\$41,000	\$33,252	\$51,500	65
74.0	Dean, Fine Arts	\$43,977	\$34,936	\$49,759	115
75.0	Dean, Graduate Programs	\$47,160	\$42,129	\$54,390	242
76.0	Dean, Health Related Professions	\$38,420	\$33,436	\$47,385	155
77.0	Dean, Home Economics	\$46,700	\$36,053	\$55,000	59
78.0	Dean, Humanities	\$35,896	\$30,370	\$44,900	147
79.0	Dean, Instruction	\$42,650	\$36,828	\$44,665	31
80.0	Dean, Law	\$64,835	\$60,130	\$70,000	68
81.0	Dean, Library and Information Sciences	\$43,500	\$39,400	\$49,000	60
82.0	Dean, Mathematics	\$35,300	\$29,335	\$40,295	87
83.0	Dean, Medicine	\$83,968	\$74,000	\$93,500	57
84.0	Dean, Music	\$42,165	\$33,873	\$51,360	46
85.0	Dean, Nursing	\$40,020	\$32,000	\$50,000	213
86.0	Dean, Occupation Studies/Vocational Education/Technology	\$37,745	\$32,100	\$43,663	221
87.0	Dean, Pharmacy	\$56,460	\$52,700	\$63,732	46
89.0	Dean, Sciences	\$38,650	\$31,930	\$47,500	197
90.0	Dean, Social Sciences	\$35,000	\$30,100	\$41,436	170
91.0	Dean, Social Work	\$50,400	\$43,500	\$55,000	49
92.0	Dean, Special Programs	\$33,018	\$27,864	\$41,060	68
93.0	Dean, Undergraduate Programs	\$42,000	\$35,421	\$48,072	53

Table 3
PRIVATE INSTITUTIONS SUMMARY

MEASURE: Salary. CLASSIFICATION(S): Not specified. SOURCE(S) OF SUPPORT: All Private. FTE-ENROLLMENT RANGE: Not specified.
1982/83 BUDGET RANGE: Not specified. CASES SELECTED: 619.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	\$72,000	\$57,225	\$87,300	23
2.0	Chief Executive Officer, Single Institution	\$55,400	\$44,400	\$70,000	556
3.0	Executive Vice President	\$45,510	\$34,642	\$58,000	128
4.0	Chief Academic Officer	\$40,000	\$32,500	\$50,000	548
5.0	Chief Business Officer	\$38,500	\$30,500	\$49,000	550
6.0	Chief Student Affairs Officer	\$31,000	\$25,000	\$38,500	536
7.0	Chief Development Officer	\$36,000	\$29,160	\$44,500	475
8.0	Chief Public Relations Officer	\$24,250	\$18,200	\$32,500	346
9.0	Chief Planning Officer	\$32,760	\$28,500	\$43,000	58
10.0	Chief Personnel/Human Resources Officer	\$27,500	\$20,400	\$34,000	219
11.0	Chief Health Professions Officer	\$60,500	\$29,925	\$99,425	31
12.0	Chief Budgeting Officer	\$33,400	\$27,000	\$41,900	97
13.0	Director, Legal Services	\$48,400	\$40,000	\$58,500	40
14.0	Registrar	\$23,185	\$18,975	\$29,000	558
15.0	Director, Church Relations	\$21,150	\$15,615	\$29,250	75
16.0	Director, Learning Resources Center	\$20,568	\$16,533	\$24,650	136
17.0	Director, Library Services	\$25,641	\$20,026	\$33,624	538
18.0	Director, Computer Center	\$28,250	\$22,000	\$36,250	340
19.0	Director, Educational Media Services	\$18,950	\$16,101	\$24,585	176
20.0	Director, Institutional Research	\$27,000	\$19,620	\$35,000	122
21.0	Director, Special and Deferred Gifts	\$29,400	\$24,000	\$34,900	73
22.0	Administrator, Grants and Contracts	\$28,355	\$22,600	\$40,750	117
23.0	Director, Affirmative Action/Equal Employment	\$30,500	\$22,830	\$37,400	67
24.0	Chaplain	\$20,000	\$15,000	\$26,000	251
25.0	Comptroller	\$30,100	\$24,000	\$37,200	378
26.0	Director, Internal Audit	\$28,600	\$22,500	\$36,700	83
27.0	Bursar	\$20,809	\$16,783	\$26,750	136
28.0	Director, Food Services	\$25,500	\$18,725	\$30,300	166
29.0	Chief Physical Plant/Facilities Management Officer	\$28,250	\$22,700	\$36,300	432
30.0	Director, Purchasing	\$23,000	\$17,500	\$29,000	225
31.0	Director, Bookstore	\$15,500	\$12,132	\$21,000	395
32.0	Director, Campus Security	\$20,196	\$15,048	\$25,200	321
33.0	Director, Information Systems	\$33,300	\$21,789	\$41,355	70
34.0	Director, News Bureau	\$19,425	\$16,375	\$24,500	132
35.0	Director, Auxiliary Services	\$29,500	\$20,502	\$37,200	93
36.0	Director, Admissions	\$27,500	\$21,838	\$33,000	507
37.0	Director, Foreign Students	\$22,500	\$17,160	\$28,000	63
38.0	Director, International Studies Education	\$26,000	\$22,045	\$35,700	41
39.0	Director, Student Financial Aid	\$21,200	\$17,100	\$27,080	523
40.0	Director, Student Placement	\$20,950	\$16,900	\$25,269	398
41.0	Director, Student Counseling	\$23,000	\$17,729	\$29,500	310
42.0	Director, Student Union	\$20,100	\$16,303	\$26,554	142
43.0	Director, Student Health Services (Physician Administrator)	\$38,000	\$19,000	\$54,500	115
44.0	Director, Student Health Services (Nurse Administrator)	\$14,300	\$11,700	\$17,600	282
45.0	Director, Student Housing	\$18,500	\$15,000	\$25,000	339
46.0	Director, Athletics	\$27,950	\$21,000	\$34,870	369
47.0	Director, Athletics/Men	\$24,550	\$18,644	\$29,000	47
48.0	Director, Athletics/Women	\$19,300	\$16,560	\$24,200	97
49.0	Director, Campus Recreation/Intramurals	\$19,200	\$13,000	\$25,000	111
50.0	Director, Alumni Affairs	\$21,000	\$16,400	\$26,642	400
51.0	Director, Information Office	\$23,345	\$17,850	\$29,700	133
52.0	Director, Community Services	\$22,000	\$18,243	\$27,540	52
53.0	Administrator, Hospital Medical Center	\$80,000	\$40,000	\$93,250	10
54.0	Director, Publications	\$21,350	\$17,600	\$26,750	160
55.0	Director, Risk Management and Insurance	\$30,629	\$24,800	\$38,700	22
56.0	Chief Planning and Budget Officer	\$45,800	\$34,179	\$62,381	31
57.0	Chief Development and Public Relations Officer	\$42,000	\$33,170	\$53,500	85
58.0	Director, Personnel and Affirmative Action	\$27,901	\$19,000	\$37,700	71
59.0	Director, Admissions and Financial Aid	\$33,100	\$25,000	\$43,000	63
60.0	Director, Housing and Food Services	\$32,700	\$26,000	\$40,100	16
61.0	Director, Development and Alumni Affairs	\$30,000	\$25,000	\$38,640	32
62.0	Dean, Architecture	\$55,000	\$32,155	\$62,000	15
64.0	Dean, Arts and Letters	\$38,678	\$29,100	\$45,780	22
65.0	Dean, Arts and Sciences	\$46,119	\$35,700	\$55,000	118
66.0	Dean, Business	\$42,900	\$30,520	\$58,000	159
67.0	Dean, Communications	\$41,000	\$25,112	\$53,000	21
68.0	Dean, Continuing Education	\$30,000	\$23,500	\$38,830	179
69.0	Dean, Dentistry	\$73,500	\$69,000	\$79,200	17
70.0	Dean, Education	\$34,600	\$24,300	\$46,000	104
71.0	Dean, Engineering	\$59,040	\$50,600	\$70,000	53
72.0	Dean, Experimental Programs	\$23,220	\$20,300	\$41,500	5
73.0	Dean, Extension	\$39,000	\$26,460	\$46,550	12
74.0	Dean, Fine Arts	\$30,419	\$24,250	\$45,780	55
75.0	Dean, Graduate Programs	\$39,000	\$30,000	\$51,500	122
76.0	Dean, Health Related Professions	\$35,500	\$23,459	\$50,000	24
77.0	Dean, Home Economics	\$23,303	\$20,075	\$28,316	9
78.0	Dean, Humanities	\$24,109	\$21,023	\$32,412	47
80.0	Dean, Law	\$69,875	\$63,000	\$78,000	70
81.0	Dean, Library and Information Sciences	\$43,500	\$38,000	\$50,000	14
82.0	Dean, Mathematics	\$24,046	\$20,235	\$29,500	24
83.0	Dean, Medicine	\$113,000	\$89,000	\$121,000	24
84.0	Dean, Music	\$33,900	\$23,760	\$42,000	48
85.0	Dean, Nursing	\$36,100	\$30,000	\$48,400	86
86.0	Dean, Occupation Studies/Vocational Education/Technology	\$22,790	\$20,300	\$38,000	10
87.0	Dean, Pharmacy	\$56,160	\$49,800	\$60,000	12
88.0	Dean, Public Health	\$89,000	\$62,000	\$102,600	5
89.0	Dean, Sciences	\$26,520	\$21,832	\$34,850	61
90.0	Dean, Social Sciences	\$25,066	\$20,871	\$31,660	58
91.0	Dean, Social Work	\$46,000	\$22,664	\$56,500	24
92.0	Dean, Special Programs	\$29,550	\$23,000	\$35,970	29
93.0	Dean, Undergraduate Programs	\$40,000	\$33,200	\$52,000	40

Table 4
PRIVATE INDEPENDENT INSTITUTIONS

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Private, Ind. **FTE-ENROLLMENT RANGE:** Not specified.
1982/83 BUDGET RANGE: Not specified. **CASES SELECTED:** 341.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	\$70,200	\$60,756	\$82,608	17
2.0	Chief Executive Officer, Single Institution	\$62,000	\$50,000	\$75,000	298
3.0	Executive Vice President	\$54,500	\$42,525	\$67,500	77
4.0	Chief Academic Officer	\$45,000	\$36,729	\$55,000	291
5.0	Chief Business Officer	\$42,200	\$34,600	\$54,500	295
6.0	Chief Student Affairs Officer	\$34,500	\$27,200	\$43,000	284
7.0	Chief Development Officer	\$40,000	\$32,400	\$49,100	262
8.0	Chief Public Relations Officer	\$26,450	\$20,000	\$34,650	201
9.0	Chief Planning Officer	\$33,400	\$31,400	\$43,000	34
10.0	Chief Personnel/Human Resources Officer	\$29,000	\$22,803	\$38,500	147
11.0	Chief Health Professions Officer	\$59,800	\$40,100	\$110,000	21
12.0	Chief Budgeting Officer	\$33,400	\$26,648	\$42,834	66
13.0	Director, Legal Services	\$48,400	\$40,000	\$60,000	30
14.0	Registrar	\$25,464	\$19,926	\$31,600	308
15.0	Director, Church Relations	\$25,100	\$15,900	\$32,000	23
16.0	Director, Learning Resources Center	\$22,000	\$18,700	\$25,990	70
17.0	Director, Library Services	\$28,640	\$23,000	\$38,365	297
18.0	Director, Computer Center	\$32,000	\$25,500	\$40,120	187
19.0	Director, Educational Media Services	\$20,298	\$16,817	\$25,837	95
20.0	Director, Institutional Research	\$28,500	\$22,833	\$35,174	82
21.0	Director, Special and Deferred Gifts	\$31,640	\$27,850	\$37,750	39
22.0	Administrator, Grants and Contracts	\$32,660	\$23,161	\$43,500	81
23.0	Director, Affirmative Action/Equal Employment	\$31,750	\$23,000	\$37,400	1
24.0	Chaplain	\$22,500	\$16,200	\$28,700	107
25.0	Comptroller	\$32,400	\$26,700	\$39,700	234
26.0	Director, Internal Audit	\$31,500	\$24,000	\$39,789	61
27.0	Bursar	\$22,600	\$17,825	\$28,200	91
28.0	Director, Food Services	\$26,850	\$21,716	\$35,000	101
29.0	Chief Physical Plant/Facilities Management Officer	\$31,180	\$25,030	\$38,791	259
30.0	Director, Purchasing	\$24,500	\$18,868	\$30,360	152
31.0	Director, Bookstore	\$17,274	\$13,500	\$24,000	208
32.0	Director, Campus Security	\$22,500	\$17,200	\$27,500	203
33.0	Director, Information Systems	\$34,500	\$24,000	\$44,000	55
34.0	Director, News Bureau	\$20,800	\$16,810	\$26,795	79
35.0	Director, Auxiliary Services	\$30,581	\$21,450	\$43,000	59
36.0	Director, Admissions	\$30,000	\$24,800	\$35,420	284
37.0	Director, Foreign Students	\$22,500	\$19,500	\$27,374	41
38.0	Director, International Studies Education	\$26,000	\$22,000	\$33,440	28
39.0	Director, Student Financial Aid	\$24,300	\$18,876	\$29,500	295
40.0	Director, Student Placement	\$22,200	\$18,200	\$26,800	240
41.0	Director, Student Counseling	\$24,950	\$19,000	\$31,500	176
42.0	Director, Student Union	\$23,295	\$16,800	\$28,000	78
43.0	Director, Student Health Services (Physician Administrator)	\$45,000	\$24,650	\$57,246	78
44.0	Director, Student Health Services (Nurse Administrator)	\$16,000	\$12,667	\$19,745	147
45.0	Director, Student Housing	\$20,700	\$16,350	\$26,375	182
46.0	Director, Athletics	\$30,500	\$24,000	\$38,277	194
47.0	Director, Athletics/Men	\$25,800	\$18,644	\$30,000	28
48.0	Director, Athletics/Women	\$20,365	\$16,560	\$24,680	55
49.0	Director, Campus Recreation/Intramurals	\$22,000	\$15,000	\$26,198	71
50.0	Director, Alumni Affairs	\$23,000	\$18,000	\$29,000	229
51.0	Director, Information Office	\$25,000	\$18,800	\$32,000	84
52.0	Director, Community Services	\$23,750	\$19,795	\$28,500	33
53.0	Administrator, Hospital Medical Center	\$75,500	\$30,000	\$93,250	8
54.0	Director, Publications	\$23,126	\$19,264	\$28,000	105
55.0	Director, Risk Management and Insurance	\$30,629	\$24,800	\$38,700	18
56.0	Chief Planning and Budget Officer	\$47,500	\$34,340	\$59,300	20
57.0	Chief Development and Public Relations Officer	\$46,600	\$35,627	\$54,750	57
58.0	Director, Personnel and Affirmative Action	\$30,780	\$20,844	\$40,000	45
59.0	Director, Admissions and Financial Aid	\$34,000	\$23,200	\$48,708	39
60.0	Director, Housing and Food Services	\$35,124	\$23,950	\$40,400	12
61.0	Director, Development and Alumni Affairs	\$34,600	\$26,300	\$38,640	21
62.0	Dean, Architecture	\$55,000	\$32,155	\$62,000	14
64.0	Dean, Arts and Letters	\$40,000	\$29,100	\$49,500	15
65.0	Dean, Arts and Sciences	\$49,116	\$41,000	\$63,000	71
66.0	Dean, Business	\$48,500	\$34,800	\$62,250	86
67.0	Dean, Communications	\$45,200	\$35,750	\$56,200	16
68.0	Dean, Continuing Education	\$32,500	\$26,250	\$43,000	111
69.0	Dean, Dentistry	\$73,500	\$69,000	\$79,200	13
70.0	Dean, Education	\$42,250	\$27,272	\$54,000	58
71.0	Dean, Engineering	\$62,700	\$55,000	\$73,300	40
73.0	Dean, Extension	\$39,000	\$26,460	\$46,550	9
74.0	Dean, Fine Arts	\$44,000	\$28,547	\$51,245	29
75.0	Dean, Graduate Programs	\$44,400	\$32,327	\$57,500	76
76.0	Dean, Health Related Professions	\$45,667	\$27,540	\$51,000	15
77.0	Dean, Home Economics	\$23,303	\$20,075	\$50,500	6
78.0	Dean, Humanities	\$26,223	\$21,200	\$37,000	24
80.0	Dean, Law	\$75,350	\$67,500	\$85,000	41
81.0	Dean, Library and Information Sciences	\$47,500	\$43,500	\$60,000	10
82.0	Dean, Mathematics	\$29,500	\$22,212	\$50,000	11
83.0	Dean, Medicine	\$114,000	\$94,000	\$125,000	18
84.0	Dean, Music	\$39,550	\$26,645	\$50,400	27
85.0	Dean, Nursing	\$38,500	\$30,088	\$57,000	40
86.0	Dean, Occupation Studies/Vocational Education/Technology	\$21,840	\$19,715	\$38,000	8
87.0	Dean, Pharmacy	\$56,650	\$47,500	\$61,500	8
88.0	Dean, Public Health	\$89,000	\$62,000	\$102,600	5
89.0	Dean, Sciences	\$27,749	\$23,000	\$42,585	31
90.0	Dean, Social Sciences	\$27,200	\$21,000	\$35,675	27
91.0	Dean, Social Work	\$53,600	\$32,000	\$58,850	19
92.0	Dean, Special Programs	\$31,819	\$25,318	\$36,000	18
93.0	Dean, Undergraduate Programs	\$41,000	\$34,200	\$55,000	34

Table 5
PRIVATE RELIGIOUS INSTITUTIONS

MEASURE: Salary. CLASSIFICATION(S): Not specified. SOURCE(S) OF SUPPORT: Pri., Relig. FTE-ENROLLMENT RANGE: Not specified.
1982/83 BUDGET RANGE: Not specified. CASES SELECTED: 278.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	\$72,000	\$50,000	\$90,000	6
2.0	Chief Executive Officer, Single Institution	\$48,000	\$40,000	\$59,975	258
3.0	Executive Vice President	\$36,000	\$28,000	\$46,025	51
4.0	Chief Academic Officer	\$35,000	\$29,375	\$42,651	257
5.0	Chief Business Officer	\$33,500	\$28,700	\$42,713	255
6.0	Chief Student Affairs Officer	\$28,042	\$24,000	\$34,300	252
7.0	Chief Development Officer	\$31,800	\$26,378	\$38,841	213
8.0	Chief Public Relations Officer	\$21,500	\$17,000	\$26,650	145
9.0	Chief Planning Officer	\$30,305	\$27,275	\$39,000	24
10.0	Chief Personnel/Human Resources Officer	\$23,800	\$18,480	\$31,500	72
11.0	Chief Health Professions Officer	\$60,500	\$17,386	\$86,000	10
12.0	Chief Budgeting Officer	\$31,700	\$27,538	\$38,100	31
13.0	Director, Legal Services	\$47,000	\$41,064	\$56,500	10
14.0	Registrar	\$21,679	\$17,680	\$26,400	250
15.0	Director, Church Relations	\$19,620	\$15,500	\$25,100	52
16.0	Director, Learning Resources Center	\$18,312	\$16,000	\$22,025	66
17.0	Director, Library Services	\$22,777	\$18,734	\$27,478	241
18.0	Director, Computer Center	\$25,000	\$20,250	\$30,500	153
19.0	Director, Educational Media Services	\$18,370	\$15,090	\$22,000	81
20.0	Director, Institutional Research	\$24,500	\$18,150	\$33,000	40
21.0	Director, Special and Deferred Gifts	\$24,900	\$22,000	\$31,015	34
22.0	Administrator, Grants and Contracts	\$23,762	\$20,901	\$29,500	36
23.0	Director, Affirmative Action/Equal Employment	\$27,000	\$20,900	\$31,800	16
24.0	Chaplain	\$18,832	\$14,475	\$23,575	144
25.0	Comptroller	\$25,901	\$21,600	\$33,650	144
26.0	Director, Internal Audit	\$25,000	\$22,250	\$32,400	22
27.0	Bursar	\$18,500	\$16,200	\$21,700	45
28.0	Director, Food Services	\$22,890	\$17,000	\$27,720	65
29.0	Chief Physical Plant/Facilities Management Officer	\$24,530	\$20,682	\$30,300	173
30.0	Director, Purchasing	\$20,400	\$15,859	\$25,909	73
31.0	Director, Bookstore	\$14,015	\$11,000	\$18,075	187
32.0	Director, Campus Security	\$16,508	\$13,500	\$21,900	118
33.0	Director, Information Systems	\$24,200	\$18,500	\$34,000	15
34.0	Director, News Bureau	\$18,000	\$15,000	\$22,400	53
35.0	Director, Auxiliary Services	\$23,500	\$19,750	\$33,558	34
36.0	Director, Admissions	\$23,625	\$20,000	\$29,095	223
37.0	Director, Foreign Students	\$22,140	\$16,800	\$28,970	22
38.0	Director, International Studies Education	\$25,121	\$23,355	\$37,055	13
39.0	Director, Student Financial Aid	\$19,380	\$16,500	\$23,325	228
40.0	Director, Student Placement	\$19,361	\$15,900	\$22,360	158
41.0	Director, Student Counseling	\$19,926	\$17,000	\$26,700	134
42.0	Director, Student Union	\$19,175	\$15,000	\$22,008	64
43.0	Director, Student Health Services (Physician Administrator)	\$25,118	\$15,190	\$41,800	37
44.0	Director, Student Health Services (Nurse Administrator)	\$13,281	\$10,700	\$15,900	135
45.0	Director, Student Housing	\$16,219	\$14,000	\$20,000	157
46.0	Director, Athletics	\$24,474	\$19,785	\$30,422	175
47.0	Director, Athletics/Men	\$23,300	\$16,274	\$26,489	19
48.0	Director, Athletics/Women	\$17,803	\$16,000	\$23,800	42
49.0	Director, Campus Recreation/Intramurals	\$15,536	\$12,000	\$20,000	40
50.0	Director, Alumni Affairs	\$19,000	\$15,500	\$24,150	171
51.0	Director, Information Office	\$19,500	\$16,200	\$25,300	49
52.0	Director, Community Services	\$20,117	\$13,840	\$26,000	19
54.0	Director, Publications	\$20,000	\$15,260	\$24,879	55
56.0	Chief Planning and Budget Officer	\$44,799	\$29,000	\$62,381	11
57.0	Chief Development and Public Relations Officer	\$35,060	\$25,500	\$45,140	28
58.0	Director, Personnel and Affirmative Action	\$22,500	\$16,700	\$30,300	26
59.0	Director, Admissions and Financial Aid	\$31,500	\$25,000	\$35,500	24
61.0	Director, Development and Alumni Affairs	\$28,318	\$22,050	\$40,000	11
64.0	Dean, Arts and Letters	\$35,000	\$21,402	\$42,000	7
65.0	Dean, Arts and Sciences	\$40,170	\$34,000	\$49,283	47
66.0	Dean, Business	\$39,000	\$26,000	\$49,967	73
67.0	Dean, Communications	\$23,800	\$21,849	\$25,795	5
68.0	Dean, Continuing Education	\$26,000	\$20,000	\$34,515	68
70.0	Dean, Education	\$28,770	\$22,950	\$38,500	46
71.0	Dean, Engineering	\$51,000	\$45,000	\$58,648	13
74.0	Dean, Fine Arts	\$26,984	\$21,710	\$35,175	26
75.0	Dean, Graduate Programs	\$32,600	\$25,615	\$43,000	46
76.0	Dean, Health Related Professions	\$28,054	\$21,609	\$49,654	9
78.0	Dean, Humanities	\$23,404	\$20,900	\$25,450	23
80.0	Dean, Law	\$67,000	\$60,000	\$69,300	29
82.0	Dean, Mathematics	\$20,875	\$20,000	\$25,300	13
83.0	Dean, Medicine	\$85,000	\$70,000	\$115,000	6
84.0	Dean, Music	\$28,000	\$22,170	\$35,000	21
85.0	Dean, Nursing	\$32,445	\$28,750	\$42,400	46
89.0	Dean, Sciences	\$24,650	\$21,060	\$27,750	30
90.0	Dean, Social Sciences	\$23,000	\$20,000	\$30,969	31
91.0	Dean, Social Work	\$43,770	\$22,100	\$46,000	3
92.0	Dean, Special Programs	\$26,378	\$19,000	\$35,970	11
93.0	Dean, Undergraduate Programs	\$33,200	\$33,100	\$37,200	6

Table 6
THEOLOGICAL SEMINARIES

MEASURE: Salary. **CLASSIFICATION(S):** Theology Sem. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified.
1982/83 BUDGET RANGE: Not specified. **CASES SELECTED:** 23.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	\$41,000	\$35,000	\$47,919	23
4.0	Chief Academic Officer	\$34,800	\$27,393	\$40,469	19
5.0	Chief Business Officer	\$32,188	\$24,300	\$36,604	18
6.0	Chief Student Affairs Officer	\$24,000	\$20,755	\$27,500	12
7.0	Chief Development Officer	\$28,500	\$26,705	\$35,004	13
8.0	Chief Public Relations Officer	\$25,920	\$19,000	\$31,730	6
14.0	Registrar	\$18,436	\$15,000	\$23,342	20
17.0	Director, Library Services	\$26,000	\$21,150	\$30,000	19
24.0	Chaplain	\$14,475	\$10,415	\$24,000	5
25.0	Comptroller	\$26,500	\$23,677	\$27,219	7
27.0	Bursar	\$16,200	\$16,000	\$20,000	6
29.0	Chief Physical Plant/Facilities Management Officer	\$25,008	\$21,405	\$29,212	9
31.0	Director, Bookstore	\$14,015	\$10,400	\$17,000	9
36.0	Director, Admissions	\$20,000	\$18,000	\$23,000	6

Table 7
MEDICAL SCHOOLS OR CENTERS

MEASURE: Salary. CLASSIFICATION(S): Medical School. SOURCE(S) OF SUPPORT: Not specified. FTE-ENROLLMENT RANGE: Not specified.
1982/83 BUDGET RANGE: Not specified. CASES SELECTED: 20.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	\$81,500	\$79,750	\$99,500	18
3.0	Executive Vice President	\$70,270	\$57,200	\$85,000	7
4.0	Chief Academic Officer	\$67,000	\$57,300	\$87,556	14
5.0	Chief Business Officer	\$58,000	\$52,000	\$65,750	17
6.0	Chief Student Affairs Officer	\$43,000	\$38,890	\$45,831	12
7.0	Chief Development Officer	\$44,000	\$27,800	\$55,544	6
8.0	Chief Public Relations Officer	\$33,500	\$19,500	\$40,007	12
9.0	Chief Planning Officer	\$42,900	\$35,750	\$54,460	5
10.0	Chief Personnel/Human Resources Officer	\$35,700	\$29,740	\$42,500	15
11.0	Chief Health Professions Officer	\$62,000	\$59,040	\$70,104	6
12.0	Chief Budgeting Officer	\$38,000	\$36,050	\$45,331	11
13.0	Director, Legal Services	\$40,000	\$35,603	\$42,098	7
14.0	Registrar	\$31,580	\$22,018	\$35,148	16
16.0	Director, Learning Resources Center	\$55,500	\$53,000	\$59,500	5
17.0	Director, Library Services	\$40,967	\$31,705	\$52,425	19
18.0	Director, Computer Center	\$40,500	\$26,220	\$45,500	12
19.0	Director, Educational Media Services	\$33,030	\$22,440	\$55,330	7
22.0	Administrator, Grants and Contracts	\$36,000	\$30,100	\$45,331	15
23.0	Director, Affirmative Action/Equal Employment	\$27,900	\$26,600	\$36,620	10
25.0	Comptroller	\$39,481	\$32,601	\$52,400	12
26.0	Director, Internal Audit	\$31,500	\$28,500	\$34,608	10
29.0	Chief Physical Plant/Facilities Management Officer	\$44,810	\$35,500	\$51,000	19
30.0	Director, Purchasing	\$29,754	\$22,128	\$35,000	18
31.0	Director, Bookstore	\$18,226	\$16,274	\$22,068	8
32.0	Director, Campus Security	\$33,440	\$26,868	\$37,290	13
33.0	Director, Information Systems	\$44,230	\$36,050	\$47,600	8
35.0	Director, Auxiliary Services	\$33,833	\$32,060	\$40,000	5
36.0	Director, Admissions	\$31,584	\$23,000	\$47,000	5
39.0	Director, Student Financial Aid	\$28,440	\$24,500	\$36,175	17
43.0	Director, Student Health Services (Physician Administrator)	\$58,662	\$49,343	\$64,866	11
45.0	Director, Student Housing	\$18,766	\$18,427	\$19,864	5
51.0	Director, Information Office	\$33,000	\$31,875	\$39,500	5
53.0	Administrator, Hospital Medical Center	\$62,900	\$54,935	\$75,800	10
57.0	Chief Development and Public Relations Officer	\$50,900	\$43,050	\$61,040	5
69.0	Dean, Dentistry	\$70,200	\$66,462	\$77,500	9
75.0	Dean, Graduate Programs	\$60,000	\$47,200	\$85,728	7
76.0	Dean, Health Related Professions	\$52,740	\$49,055	\$56,500	7
83.0	Dean, Medicine	\$88,000	\$74,935	\$106,000	12
85.0	Dean, Nursing	\$56,304	\$50,752	\$63,000	12
87.0	Dean, Pharmacy	\$53,200	\$50,752	\$62,403	6

Table II
TRADITIONALLY BLACK INSTITUTIONS

MEASURE: Salary. CLASSIFICATION(S): Not specified. SOURCE(S) OF SUPPORT: Not specified. FTE-ENROLLMENT RANGE: Not specified.
1982/83 BUDGET RANGE: Not specified. CASES SELECTED: 31.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	\$54,704	\$46,704	\$61,500	29
3.0	Executive Vice President	\$43,575	\$34,720	\$52,500	7
4.0	Chief Academic Officer	\$43,351	\$35,100	\$48,150	31
5.0	Chief Business Officer	\$38,139	\$32,544	\$43,849	31
6.0	Chief Student Affairs Officer	\$33,600	\$26,500	\$39,500	31
7.0	Chief Development Officer	\$30,000	\$25,920	\$37,800	22
8.0	Chief Public Relations Officer	\$23,800	\$19,701	\$30,203	20
9.0	Chief Planning Officer	\$30,800	\$28,000	\$38,063	11
10.0	Chief Personnel/Human Resources Officer	\$26,750	\$20,200	\$31,000	14
12.0	Chief Budgeting Officer	\$25,971	\$21,500	\$31,865	12
14.0	Registrar	\$25,380	\$20,591	\$29,128	29
16.0	Director, Learning Resources Center	\$22,000	\$19,931	\$31,805	13
17.0	Director, Library Services	\$29,239	\$24,924	\$32,970	27
18.0	Director, Computer Center	\$28,295	\$22,316	\$34,668	25
19.0	Director, Educational Media Services	\$20,188	\$17,500	\$23,720	13
20.0	Director, Institutional Research	\$25,353	\$21,000	\$30,056	22
22.0	Administrator, Grants and Contracts	\$23,388	\$22,000	\$29,913	12
24.0	Chaplain	\$19,910	\$14,837	\$23,915	10
25.0	Comptroller	\$32,657	\$25,500	\$36,414	15
26.0	Director, Internal Audit	\$21,060	\$19,341	\$22,360	8
27.0	Bursar	\$20,109	\$17,880	\$25,168	8
28.0	Director, Food Services	\$21,278	\$21,237	\$28,537	6
29.0	Chief Physical Plant/Facilities Management Officer	\$28,800	\$24,000	\$31,800	26
30.0	Director, Purchasing	\$20,945	\$18,708	\$25,000	20
31.0	Director, Bookstore	\$14,600	\$13,130	\$18,452	21
32.0	Director, Campus Security	\$21,497	\$15,365	\$26,924	21
33.0	Director, Information Systems	\$23,761	\$19,914	\$29,820	5
35.0	Director, Auxiliary Services	\$22,714	\$19,300	\$25,971	12
36.0	Director, Admissions	\$26,000	\$19,960	\$27,500	24
39.0	Director, Student Financial Aid	\$21,423	\$19,548	\$27,600	30
40.0	Director, Student Placement	\$22,078	\$17,712	\$26,256	27
41.0	Director, Student Counseling	\$22,302	\$17,754	\$28,180	24
42.0	Director, Student Union	\$17,311	\$13,000	\$25,920	17
43.0	Director, Student Health Services (Physician Administrator)	\$25,118	\$20,625	\$34,000	13
44.0	Director, Student Health Services (Nurse Administrator)	\$17,527	\$13,319	\$21,250	19
45.0	Director, Student Housing	\$20,326	\$17,698	\$22,409	20
46.0	Director, Athletics	\$29,910	\$22,831	\$33,493	26
48.0	Director, Athletics/Women	\$20,999	\$19,988	\$21,868	5
49.0	Director, Campus Recreation/Intramurals	\$16,296	\$14,424	\$24,104	7
50.0	Director, Alumni Affairs	\$17,764	\$15,500	\$22,023	21
54.0	Director, Publications	\$21,400	\$17,000	\$24,500	5
58.0	Director, Personnel and Affirmative Action	\$28,000	\$16,368	\$29,835	11
63.0	Dean, Agriculture	\$36,551	\$32,848	\$42,711	7
65.0	Dean, Arts and Sciences	\$39,500	\$30,000	\$41,292	12
66.0	Dean, Business	\$34,263	\$26,842	\$45,000	20
68.0	Dean, Continuing Education	\$27,752	\$21,000	\$36,125	10
70.0	Dean, Education	\$36,177	\$26,784	\$39,120	20
75.0	Dean, Graduate Programs	\$38,500	\$36,549	\$47,160	14
76.0	Dean, Health Related Professions	\$28,128	\$27,515	\$44,000	6
77.0	Dean, Home Economics	\$26,477	\$25,965	\$36,053	6
78.0	Dean, Humanities	\$29,651	\$28,602	\$42,400	7
82.0	Dean, Mathematics	\$25,014	\$22,790	\$29,746	5
84.0	Dean, Music	\$27,290	\$25,162	\$33,589	7
85.0	Dean, Nursing	\$38,500	\$27,500	\$42,372	8
86.0	Dean, Occupation Studies/Vocational Education/Technology	\$30,624	\$29,286	\$32,840	6
89.0	Dean, Sciences	\$38,219	\$26,496	\$41,600	12
90.0	Dean, Social Sciences	\$27,950	\$22,626	\$28,623	9

Table 9
ALL UNIVERSITIES

MEASURE: Salary. CLASSIFICATION(S): University. SOURCE(S) OF SUPPORT: Not specified. FTE-ENROLLMENT RANGE: Not specified.
1982/83 BUDGET RANGE: Not specified. CASES SELECTED: 418.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	\$77,252	\$68,000	\$86,800	65
2.0	Chief Executive Officer, Single Institution	\$67,760	\$59,950	\$79,300	341
3.0	Executive Vice President	\$56,000	\$50,000	\$70,000	110
4.0	Chief Academic Officer	\$56,123	\$50,000	\$65,000	363
5.0	Chief Business Officer	\$52,176	\$45,594	\$60,000	378
6.0	Chief Student Affairs Officer	\$46,200	\$39,000	\$52,002	371
7.0	Chief Development Officer	\$44,863	\$38,000	\$53,988	250
8.0	Chief Public Relations Officer	\$38,300	\$31,000	\$46,430	242
9.0	Chief Planning Officer	\$44,600	\$37,800	\$53,800	94
10.0	Chief Personnel/Human Resources Officer	\$35,040	\$28,700	\$43,800	318
11.0	Chief Health Professions Officer	\$78,700	\$62,742	\$90,837	54
12.0	Chief Budgeting Officer	\$38,296	\$31,850	\$46,020	230
13.0	Director, Legal Services	\$44,500	\$37,445	\$55,000	132
14.0	Registrar	\$32,339	\$27,730	\$37,744	358
16.0	Director, Learning Resources Center	\$31,805	\$24,178	\$39,520	127
17.0	Director, Library Services	\$40,020	\$33,030	\$48,400	354
18.0	Director, Computer Center	\$40,100	\$33,500	\$46,516	307
19.0	Director, Educational Media Services	\$29,686	\$23,481	\$35,603	182
20.0	Director, Institutional Research	\$35,000	\$29,034	\$40,102	220
21.0	Director, Special and Deferred Gifts	\$30,800	\$25,000	\$38,200	63
22.0	Administrator, Grants and Contracts	\$37,331	\$29,562	\$44,519	231
23.0	Director, Affirmative Action/Equal Employment	\$31,769	\$27,415	\$37,296	213
24.0	Chaplain	\$25,534	\$21,575	\$32,300	68
25.0	Comptroller	\$38,688	\$33,200	\$45,745	310
26.0	Director, Internal Audit	\$32,155	\$26,597	\$37,350	217
27.0	Bursar	\$27,000	\$21,504	\$32,676	172
28.0	Director, Food Services	\$31,180	\$27,000	\$36,000	152
29.0	Chief Physical Plant/Facilities Management Officer	\$38,097	\$32,250	\$43,873	376
30.0	Director, Purchasing	\$29,640	\$23,760	\$34,900	330
31.0	Director, Bookstore	\$26,400	\$20,500	\$30,800	276
32.0	Director, Campus Security	\$28,000	\$22,900	\$33,866	344
33.0	Director, Information Systems	\$37,800	\$31,508	\$47,725	109
34.0	Director, News Bureau	\$24,778	\$20,316	\$29,796	141
35.0	Director, Auxiliary Services	\$36,958	\$30,500	\$43,100	151
36.0	Director, Admissions	\$33,486	\$28,000	\$38,364	320
37.0	Director, Foreign Students	\$24,798	\$20,650	\$31,100	113
38.0	Director, International Studies Education	\$34,400	\$26,250	\$41,250	84
39.0	Director, Student Financial Aid	\$29,892	\$25,247	\$34,000	376
40.0	Director, Student Placement	\$27,918	\$23,500	\$32,500	346
41.0	Director, Student Counseling	\$31,320	\$27,117	\$36,444	303
42.0	Director, Student Union	\$29,107	\$24,600	\$34,450	231
43.0	Director, Student Health Services (Physician Administrator)	\$53,000	\$44,040	\$60,250	203
44.0	Director, Student Health Services (Nurse Administrator)	\$19,968	\$16,572	\$23,736	157
45.0	Director, Student Housing	\$27,500	\$22,607	\$34,000	292
46.0	Director, Athletics	\$39,180	\$33,105	\$47,500	302
47.0	Director, Athletics/Men	\$34,000	\$28,000	\$42,120	58
48.0	Director, Athletics/Women	\$26,747	\$21,835	\$33,552	120
49.0	Director, Campus Recreation/Intramurals	\$24,000	\$19,875	\$28,740	200
50.0	Director, Alumni Affairs	\$27,200	\$23,000	\$35,000	270
51.0	Director, Information Office	\$30,372	\$25,100	\$36,919	160
52.0	Director, Community Services	\$29,903	\$24,000	\$34,611	61
53.0	Administrator, Hospital Medical Center	\$64,963	\$50,004	\$80,727	34
54.0	Director, Publications	\$26,719	\$21,504	\$30,800	161
55.0	Director, Risk Management and Insurance	\$33,400	\$26,000	\$38,500	67
56.0	Chief Planning and Budget Officer	\$50,350	\$44,799	\$57,000	52
57.0	Chief Development and Public Relations Officer	\$48,000	\$41,093	\$61,000	75
58.0	Director, Personnel and Affirmative Action	\$33,928	\$28,000	\$42,312	55
59.0	Director, Admissions and Financial Aid	\$39,132	\$35,000	\$48,708	38
60.0	Director, Housing and Food Services	\$39,654	\$36,480	\$44,400	33
61.0	Director, Development and Alumni Affairs	\$38,506	\$31,069	\$44,000	40
62.0	Dean, Architecture	\$52,470	\$47,300	\$58,850	57
63.0	Dean, Agriculture	\$54,427	\$42,711	\$63,000	70
64.0	Dean, Arts and Letters	\$48,072	\$42,500	\$53,000	49
65.0	Dean, Arts and Sciences	\$51,000	\$44,646	\$58,500	230
66.0	Dean, Business	\$51,400	\$44,788	\$59,125	314
67.0	Dean, Communications	\$47,000	\$41,000	\$55,110	40
68.0	Dean, Continuing Education	\$41,070	\$34,394	\$48,300	197
69.0	Dean, Dentistry	\$71,000	\$67,464	\$79,200	36
70.0	Dean, Education	\$48,000	\$42,450	\$54,000	266
71.0	Dean, Engineering	\$58,936	\$52,700	\$67,080	160
73.0	Dean, Extension	\$47,700	\$40,740	\$55,000	44
74.0	Dean, Fine Arts	\$46,488	\$41,500	\$52,800	98
75.0	Dean, Graduate Programs	\$48,000	\$42,465	\$56,436	256
76.0	Dean, Health Related Professions	\$48,596	\$43,487	\$52,669	63
77.0	Dean, Home Economics	\$49,560	\$38,901	\$55,140	52
78.0	Dean, Humanities	\$45,500	\$36,200	\$56,000	54
80.0	Dean, Law	\$68,200	\$62,000	\$75,000	124
81.0	Dean, Library and Information Sciences	\$46,200	\$41,400	\$50,409	55
82.0	Dean, Mathematics	\$37,699	\$32,074	\$48,500	33
83.0	Dean, Medicine	\$86,700	\$79,000	\$101,785	65
84.0	Dean, Music	\$42,000	\$35,902	\$51,430	58
85.0	Dean, Nursing	\$47,900	\$41,000	\$55,332	140
86.0	Dean, Occupation Studies/Vocational Education/Technology	\$44,500	\$39,349	\$47,820	45
87.0	Dean, Pharmacy	\$56,650	\$51,574	\$64,300	51
89.0	Dean, Sciences	\$48,072	\$40,911	\$58,000	90
90.0	Dean, Social Sciences	\$43,250	\$31,951	\$56,760	55
91.0	Dean, Social Work	\$53,420	\$45,500	\$57,600	57
92.0	Dean, Special Programs	\$37,400	\$33,018	\$48,072	28
93.0	Dean, Undergraduate Programs	\$47,000	\$39,756	\$52,000	52

Table 10
UNIVERSITIES WITH ENROLLMENTS 2,499 OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 2,499 or less.
1982/83 BUDGET RANGE: Not specified. **CASES SELECTED:** 63.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	\$59,950	\$50,000	\$67,760	57
3.0	Executive Vice President	\$50,000	\$43,500	\$65,000	13
4.0	Chief Academic Officer	\$44,000	\$37,500	\$52,200	30
5.0	Chief Business Officer	\$41,417	\$36,000	\$50,000	56
6.0	Chief Student Affairs Officer	\$34,000	\$28,000	\$39,600	54
7.0	Chief Development Officer	\$38,093	\$31,200	\$42,500	32
8.0	Chief Public Relations Officer	\$28,500	\$22,000	\$34,000	30
9.0	Chief Planning Officer	\$30,800	\$23,000	\$41,992	8
10.0	Chief Personnel/Human Resources Officer	\$25,264	\$18,375	\$32,325	32
12.0	Chief Budgeting Officer	\$33,400	\$29,002	\$42,000	10
14.0	Registrar	\$26,495	\$20,000	\$30,203	56
16.0	Director, Learning Resources Center	\$22,500	\$20,568	\$25,428	16
17.0	Director, Library Services	\$28,956	\$24,000	\$33,030	55
18.0	Director, Computer Center	\$28,348	\$24,000	\$32,935	42
19.0	Director, Educational Media Services	\$19,790	\$17,044	\$27,750	27
20.0	Director, Institutional Research	\$27,445	\$22,000	\$32,496	21
21.0	Director, Special and Deferred Gifts	\$30,000	\$23,500	\$33,200	9
22.0	Administrator, Grants and Contracts	\$34,800	\$25,455	\$38,875	10
23.0	Director, Affirmative Action/Equal Employment	\$32,341	\$23,000	\$35,500	12
24.0	Chaplain	\$21,719	\$15,279	\$24,000	16
25.0	Comptroller	\$31,500	\$24,500	\$35,750	38
26.0	Director, Internal Audit	\$29,540	\$23,401	\$32,398	6
27.0	Bursar	\$21,933	\$17,200	\$26,208	11
28.0	Director, Food Services	\$27,500	\$25,000	\$31,800	13
29.0	Chief Physical Plant/Facilities Management Officer	\$31,500	\$25,500	\$36,065	47
30.0	Director, Purchasing	\$20,568	\$15,520	\$27,000	32
31.0	Director, Bookstore	\$17,435	\$14,000	\$21,000	39
32.0	Director, Campus Security	\$19,122	\$16,224	\$24,000	37
33.0	Director, Information Systems	\$32,244	\$27,694	\$44,800	7
34.0	Director, News Bureau	\$20,330	\$16,000	\$23,703	19
35.0	Director, Auxiliary Services	\$23,168	\$14,202	\$35,200	10
36.0	Director, Admissions	\$28,665	\$24,552	\$33,122	49
37.0	Director, Foreign Students	\$19,200	\$19,136	\$19,775	5
38.0	Director, International Studies Education	\$32,000	\$24,000	\$37,450	5
39.0	Director, Student Financial Aid	\$22,043	\$19,204	\$26,500	58
40.0	Director, Student Placement	\$20,000	\$17,500	\$24,824	40
41.0	Director, Student Counseling	\$25,068	\$18,000	\$28,665	30
42.0	Director, Student Union	\$20,890	\$13,800	\$25,920	14
43.0	Director, Student Health Services (Physician Administrator)	\$33,590	\$15,000	\$44,550	11
44.0	Director, Student Health Services (Nurse Administrator)	\$14,700	\$12,000	\$17,000	30
45.0	Director, Student Housing	\$19,215	\$15,500	\$22,191	30
46.0	Director, Athletics	\$28,840	\$25,290	\$31,850	37
47.0	Director, Athletics/Men	\$28,785	\$25,850	\$31,625	8
48.0	Director, Athletics/Women	\$21,500	\$17,340	\$26,368	13
49.0	Director, Campus Recreation/Intramurals	\$18,900	\$12,624	\$21,208	14
50.0	Director, Alumni Affairs	\$20,500	\$17,535	\$24,500	30
51.0	Director, Information Office	\$25,060	\$16,500	\$30,772	15
54.0	Director, Publications	\$19,902	\$16,100	\$21,350	16
56.0	Chief Planning and Budget Officer	\$41,992	\$38,077	\$47,500	5
57.0	Chief Development and Public Relations Officer	\$37,100	\$34,050	\$50,000	16
58.0	Director, Personnel and Affirmative Action	\$26,011	\$20,150	\$29,835	12
59.0	Director, Admissions and Financial Aid	\$20,568	\$20,000	\$36,383	5
61.0	Director, Development and Alumni Affairs	\$26,923	\$26,150	\$31,069	6
64.0	Dean, Arts and Letters	\$37,000	\$33,726	\$48,698	6
65.0	Dean, Arts and Sciences	\$35,700	\$33,000	\$41,500	20
66.0	Dean, Business	\$35,000	\$32,132	\$42,000	28
68.0	Dean, Continuing Education	\$28,772	\$25,500	\$32,000	17
70.0	Dean, Education	\$33,460	\$26,422	\$37,812	19
74.0	Dean, Fine Arts	\$26,027	\$21,710	\$35,000	12
75.0	Dean, Graduate Programs	\$32,625	\$26,287	\$45,860	16
76.0	Dean, Health Related Professions	\$34,448	\$29,160	\$49,654	6
78.0	Dean, Humanities	\$27,196	\$24,365	\$29,651	6
82.0	Dean, Mathematics	\$29,275	\$28,258	\$32,074	9
84.0	Dean, Music	\$31,386	\$25,460	\$35,000	9
85.0	Dean, Nursing	\$34,845	\$29,000	\$41,000	15
89.0	Dean, Sciences	\$29,303	\$21,832	\$35,707	8
90.0	Dean, Social Sciences	\$28,623	\$23,000	\$31,931	11

Table 11
UNIVERSITIES WITH ENROLLMENTS 2,500-4,999

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 2,500 thru 4,999.
1982/83 BUDGET RANGE: Not specified. **CASES SELECTED:** 82.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	\$63,500	\$57,400	\$73,208	76
3.0	Executive Vice President	\$50,000	\$45,000	\$56,800	19
4.0	Chief Academic Officer	\$51,000	\$48,000	\$55,428	77
5.0	Chief Business Officer	\$48,072	\$43,750	\$55,000	77
6.0	Chief Student Affairs Officer	\$43,000	\$37,600	\$47,520	77
7.0	Chief Development Officer	\$43,900	\$36,000	\$50,000	45
8.0	Chief Public Relations Officer	\$31,000	\$25,920	\$36,876	41
9.0	Chief Planning Officer	\$31,500	\$28,140	\$38,063	10
10.0	Chief Personnel/Human Resources Officer	\$28,270	\$25,400	\$31,900	62
12.0	Chief Budgeting Officer	\$31,049	\$28,980	\$35,536	30
13.0	Director, Legal Services	\$34,608	\$30,000	\$42,500	12
14.0	Registrar	\$31,152	\$26,263	\$34,598	77
16.0	Director, Learning Resources Center	\$33,000	\$22,000	\$37,000	19
17.0	Director, Library Services	\$34,315	\$30,553	\$40,000	75
18.0	Director, Computer Center	\$34,986	\$30,312	\$40,000	65
19.0	Director, Educational Media Services	\$24,530	\$19,200	\$33,150	35
20.0	Director, Institutional Research	\$31,000	\$25,370	\$37,500	36
21.0	Director, Special and Deferred Gifts	\$29,660	\$23,224	\$36,000	11
22.0	Administrator, Grants and Contracts	\$30,200	\$21,850	\$38,323	25
23.0	Director, Affirmative Action/Equal Employment	\$28,920	\$25,001	\$31,500	29
24.0	Chaplain	\$27,800	\$21,573	\$32,507	20
25.0	Comptroller	\$34,000	\$30,636	\$38,500	63
26.0	Director, Internal Audit	\$25,000	\$21,040	\$28,020	18
27.0	Bursar	\$21,557	\$19,100	\$25,971	28
28.0	Director, Food Services	\$25,800	\$24,636	\$29,690	13
29.0	Chief Physical Plant/Facilities Management Officer	\$34,068	\$28,876	\$37,050	77
30.0	Director, Purchasing	\$23,550	\$19,240	\$27,581	61
31.0	Director, Bookstore	\$21,048	\$18,100	\$24,156	52
32.0	Director, Campus Security	\$24,240	\$19,960	\$27,089	71
33.0	Director, Information Systems	\$31,508	\$26,626	\$36,536	14
34.0	Director, News Bureau	\$21,500	\$15,825	\$25,749	24
35.0	Director, Auxiliary Services	\$25,971	\$20,508	\$29,700	18
36.0	Director, Admissions	\$30,000	\$26,686	\$33,700	60
37.0	Director, Foreign Students	\$20,980	\$19,246	\$24,764	12
38.0	Director, International Studies Education	\$25,400	\$23,000	\$31,590	7
39.0	Director, Student Financial Aid	\$27,600	\$24,000	\$31,200	75
40.0	Director, Student Placement	\$25,584	\$21,500	\$29,000	70
41.0	Director, Student Counseling	\$28,020	\$25,587	\$31,200	57
42.0	Director, Student Union	\$25,510	\$19,332	\$29,302	40
43.0	Director, Student Health Services (Physician Administrator)	\$43,000	\$24,000	\$55,917	22
44.0	Director, Student Health Services (Nurse Administrator)	\$17,637	\$15,500	\$20,600	37
45.0	Director, Student Housing	\$23,100	\$19,040	\$29,295	58
46.0	Director, Athletics	\$34,750	\$28,700	\$41,626	63
47.0	Director, Athletics/Men	\$26,000	\$25,800	\$33,074	5
48.0	Director, Athletics/Women	\$22,358	\$19,988	\$26,163	14
49.0	Director, Campus Recreation/Intramurals	\$19,411	\$17,000	\$22,100	24
50.0	Director, Alumni Affairs	\$24,555	\$20,544	\$28,710	54
51.0	Director, Information Office	\$25,000	\$22,613	\$28,900	29
52.0	Director, Community Services	\$24,900	\$23,500	\$34,000	10
54.0	Director, Publications	\$23,500	\$18,870	\$27,864	26
56.0	Chief Planning and Budget Officer	\$45,800	\$44,799	\$57,000	7
57.0	Chief Development and Public Relations Officer	\$44,382	\$38,011	\$50,000	14
58.0	Director, Personnel and Affirmative Action	\$28,890	\$26,652	\$32,496	11
59.0	Director, Admissions and Financial Aid	\$35,000	\$29,300	\$43,500	10
61.0	Director, Development and Alumni Affairs	\$35,620	\$26,259	\$41,344	7
63.0	Dean, Agriculture	\$41,748	\$35,084	\$64,300	6
64.0	Dean, Arts and Letters	\$36,588	\$35,000	\$42,500	9
65.0	Dean, Arts and Sciences	\$44,966	\$38,000	\$49,740	45
66.0	Dean, Business	\$45,008	\$40,786	\$52,020	66
67.0	Dean, Communications	\$41,000	\$37,317	\$43,500	5
68.0	Dean, Continuing Education	\$37,500	\$33,000	\$40,836	42
70.0	Dean, Education	\$42,512	\$38,290	\$45,700	47
71.0	Dean, Engineering	\$55,000	\$44,800	\$59,800	20
73.0	Dean, Extension	\$36,024	\$35,200	\$41,000	5
74.0	Dean, Fine Arts	\$40,911	\$32,020	\$45,000	10
75.0	Dean, Graduate Programs	\$42,115	\$38,985	\$45,900	46
76.0	Dean, Health Related Professions	\$43,487	\$37,493	\$48,384	9
78.0	Dean, Humanities	\$37,900	\$33,915	\$45,500	12
80.0	Dean, Law	\$60,000	\$56,571	\$68,000	16
82.0	Dean, Mathematics	\$38,088	\$37,699	\$40,625	5
84.0	Dean, Music	\$38,000	\$32,500	\$47,500	11
85.0	Dean, Nursing	\$42,342	\$39,204	\$45,000	24
86.0	Dean, Occupation Studies/Vocational Education/Technology	\$40,006	\$37,493	\$41,965	8
87.0	Dean, Pharmacy	\$53,154	\$47,500	\$61,500	6
89.0	Dean, Sciences	\$40,320	\$35,640	\$44,400	19
90.0	Dean, Social Sciences	\$37,728	\$31,915	\$44,820	12
92.0	Dean, Special Programs	\$42,146	\$33,018	\$43,704	7
93.0	Dean, Undergraduate Programs	\$39,000	\$34,000	\$55,000	7

Table 12

UNIVERSITIES WITH ENROLLMENTS 5,000-9,999

MEASURE: Salary. CLASSIFICATION(S): University. SOURCE(S) OF SUPPORT: Not specified. FTE-ENROLLMENT RANGE: 5,000 thru 9,999.
1982/83 BUDGET RANGE: Not specified. CASES SELECTED: 111.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	\$70,000	\$56,335	\$82,608	12
2.0	Chief Executive Officer, Single Institution	\$67,180	\$59,000	\$78,000	92
3.0	Executive Vice President	\$54,500	\$50,482	\$71,200	30
4.0	Chief Academic Officer	\$56,291	\$50,100	\$63,000	93
5.0	Chief Business Officer	\$51,072	\$47,620	\$55,992	101
6.0	Chief Student Affairs Officer	\$45,500	\$40,000	\$48,675	100
7.0	Chief Development Officer	\$43,630	\$38,380	\$54,000	72
8.0	Chief Public Relations Officer	\$37,354	\$32,148	\$44,000	62
9.0	Chief Planning Officer	\$41,500	\$38,000	\$51,975	26
10.0	Chief Personnel/Human Resources Officer	\$32,700	\$27,775	\$43,912	86
11.0	Chief Health Professions Officer	\$75,000	\$59,800	\$93,750	12
12.0	Chief Budgeting Officer	\$36,050	\$31,400	\$43,350	73
13.0	Director, Legal Services	\$40,000	\$36,261	\$48,436	34
14.0	Registrar	\$32,595	\$28,829	\$37,150	98
15.0	Director, Church Relations	\$34,200	\$23,453	\$34,524	7
16.0	Director, Learning Resources Center	\$30,828	\$24,200	\$35,422	45
17.0	Director, Library Services	\$39,804	\$35,200	\$45,136	98
18.0	Director, Computer Center	\$40,000	\$36,039	\$45,455	87
19.0	Director, Educational Media Services	\$28,000	\$24,949	\$32,613	51
20.0	Director, Institutional Research	\$34,670	\$28,750	\$39,096	62
21.0	Director, Special and Deferred Gifts	\$30,532	\$25,000	\$39,638	19
22.0	Administrator, Grants and Contracts	\$33,636	\$27,500	\$40,800	69
23.0	Director, Affirmative Action/Equal Employment	\$30,438	\$25,213	\$36,000	57
24.0	Chaplain	\$27,431	\$21,000	\$32,875	20
25.0	Comptroller	\$38,500	\$33,335	\$45,000	88
26.0	Director, Internal Audit	\$28,044	\$23,556	\$32,865	66
27.0	Bursar	\$25,000	\$20,943	\$30,096	49
28.0	Director, Food Services	\$28,576	\$26,872	\$33,000	48
29.0	Chief Physical Plant/Facilities Management Officer	\$37,800	\$32,373	\$42,350	106
30.0	Director, Purchasing	\$28,940	\$24,752	\$33,300	98
31.0	Director, Bookstore	\$26,063	\$22,076	\$30,553	81
32.0	Director, Campus Security	\$26,200	\$22,500	\$30,900	103
33.0	Director, Information Systems	\$31,900	\$24,725	\$39,000	28
34.0	Director, News Bureau	\$25,600	\$19,092	\$28,500	36
35.0	Director, Auxiliary Services	\$35,484	\$30,500	\$40,400	57
36.0	Director, Admissions	\$33,000	\$28,000	\$38,434	89
37.0	Director, Foreign Students	\$20,800	\$18,792	\$25,570	27
38.0	Director, International Studies Education	\$34,800	\$28,479	\$36,050	13
39.0	Director, Student Financial Aid	\$29,856	\$27,000	\$33,050	103
40.0	Director, Student Placement	\$27,195	\$23,980	\$32,109	100
41.0	Director, Student Counseling	\$30,327	\$26,847	\$35,750	92
42.0	Director, Student Union	\$27,680	\$24,000	\$31,592	69
43.0	Director, Student Health Services (Physician Administrator)	\$51,000	\$37,836	\$55,500	56
44.0	Director, Student Health Services (Nurse Administrator)	\$19,992	\$18,000	\$24,200	50
45.0	Director, Student Housing	\$26,877	\$23,760	\$30,151	89
46.0	Director, Athletics	\$38,610	\$34,698	\$44,100	95
47.0	Director, Athletics/Men	\$34,000	\$27,500	\$39,900	14
48.0	Director, Athletics/Women	\$24,200	\$21,652	\$27,100	37
49.0	Director, Campus Recreation/Intramurals	\$22,260	\$17,440	\$27,144	58
50.0	Director, Alumni Affairs	\$26,857	\$23,794	\$34,000	85
51.0	Director, Information Office	\$28,446	\$25,488	\$34,000	40
52.0	Director, Community Services	\$26,530	\$23,100	\$34,000	18
54.0	Director, Publications	\$26,719	\$22,042	\$29,122	49
55.0	Director, Risk Management and Insurance	\$26,413	\$23,976	\$29,700	16
56.0	Chief Planning and Budget Officer	\$48,500	\$42,000	\$53,000	10
57.0	Chief Development and Public Relations Officer	\$47,100	\$43,000	\$53,500	21
58.0	Director, Personnel and Affirmative Action	\$38,500	\$29,562	\$43,680	19
59.0	Director, Admissions and Financial Aid	\$40,000	\$38,500	\$47,000	11
60.0	Director, Housing and Food Services	\$38,000	\$31,300	\$39,654	9
61.0	Director, Development and Alumni Affairs	\$38,800	\$30,000	\$48,000	7
62.0	Dean, Architecture	\$51,240	\$44,516	\$56,600	6
63.0	Dean, Agriculture	\$42,711	\$38,016	\$52,513	13
64.0	Dean, Arts and Letters	\$46,420	\$44,622	\$52,000	15
65.0	Dean, Arts and Sciences	\$49,283	\$44,800	\$56,000	71
66.0	Dean, Business	\$48,544	\$45,000	\$55,125	87
67.0	Dean, Communications	\$42,300	\$31,920	\$46,420	9
68.0	Dean, Continuing Education	\$39,802	\$33,936	\$43,134	49
69.0	Dean, Dentistry	\$71,280	\$64,680	\$79,200	7
70.0	Dean, Education	\$45,200	\$42,400	\$49,300	75
71.0	Dean, Engineering	\$55,125	\$50,160	\$62,350	44
73.0	Dean, Extension	\$53,768	\$37,440	\$54,867	8
74.0	Dean, Fine Arts	\$45,150	\$38,275	\$49,000	27
75.0	Dean, Graduate Programs	\$46,602	\$42,370	\$52,000	77
76.0	Dean, Health Related Professions	\$44,544	\$41,564	\$51,861	13
77.0	Dean, Home Economics	\$39,775	\$36,053	\$50,000	10
78.0	Dean, Humanities	\$47,200	\$41,273	\$52,530	14
80.0	Dean, Law	\$67,787	\$62,000	\$75,000	40
81.0	Dean, Library and Information Sciences	\$46,200	\$39,565	\$49,000	11
82.0	Dean, Mathematics	\$38,275	\$36,143	\$48,800	9
83.0	Dean, Medicine	\$88,911	\$74,000	\$94,000	17
84.0	Dean, Music	\$41,255	\$38,500	\$49,300	13
85.0	Dean, Nursing	\$44,742	\$37,990	\$49,200	44
86.0	Dean, Occupation Studies/Vocational Education/Technology	\$44,386	\$37,745	\$45,828	19
87.0	Dean, Pharmacy	\$51,250	\$50,000	\$55,500	10
89.0	Dean, Sciences	\$46,420	\$43,450	\$51,500	22
90.0	Dean, Social Sciences	\$43,250	\$35,000	\$57,000	11
91.0	Dean, Social Work	\$46,000	\$32,000	\$47,000	9
92.0	Dean, Special Programs	\$33,500	\$31,000	\$36,325	6
93.0	Dean, Undergraduate Programs	\$40,000	\$35,024	\$47,500	14

Table 13
UNIVERSITIES WITH ENROLLMENTS 10,000-19,999

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 10,000 thru 19,999.
1982/83 BUDGET RANGE: Not specified. **CASES SELECTED:** 101.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	\$77,252	\$69,050	\$96,360	15
2.0	Chief Executive Officer, Single Institution	\$70,260	\$64,538	\$79,380	84
3.0	Executive Vice President	\$58,000	\$53,988	\$75,000	30
4.0	Chief Academic Officer	\$60,000	\$54,144	\$66,359	90
5.0	Chief Business Officer	\$57,336	\$51,300	\$62,500	90
6.0	Chief Student Affairs Officer	\$50,979	\$45,840	\$55,800	97
7.0	Chief Development Officer	\$47,000	\$40,050	\$55,000	73
8.0	Chief Public Relations Officer	\$42,729	\$36,588	\$49,056	69
9.0	Chief Planning Officer	\$50,412	\$39,879	\$56,000	28
10.0	Chief Personnel/Human Resources Officer	\$37,900	\$33,460	\$44,300	89
11.0	Chief Health Professions Officer	\$80,000	\$63,500	\$89,628	21
12.0	Chief Budgeting Officer	\$39,500	\$33,936	\$46,000	70
13.0	Director, Legal Services	\$45,156	\$41,210	\$53,605	45
14.0	Registrar	\$34,800	\$31,344	\$39,900	91
16.0	Director, Learning Resources Center	\$32,000	\$27,600	\$36,540	29
17.0	Director, Library Services	\$45,700	\$41,784	\$50,850	87
18.0	Director, Computer Center	\$44,400	\$39,800	\$48,728	79
19.0	Director, Educational Media Services	\$34,471	\$30,000	\$38,594	49
20.0	Director, Institutional Research	\$37,438	\$32,450	\$42,120	65
21.0	Director, Special and Deferred Gifts	\$29,390	\$28,200	\$32,500	13
22.0	Administrator, Grants and Contracts	\$39,126	\$32,272	\$44,519	84
23.0	Director, Affirmative Action/Equal Employment	\$31,250	\$28,168	\$37,450	68
24.0	Chaplain	\$28,900	\$22,800	\$32,300	10
25.0	Comptroller	\$41,000	\$36,900	\$46,605	75
26.0	Director, Internal Audit	\$32,400	\$29,100	\$35,863	76
27.0	Bursar	\$28,000	\$23,890	\$33,228	56
28.0	Director, Food Services	\$33,228	\$28,848	\$36,000	54
29.0	Chief Physical Plant/Facilities Management Officer	\$41,800	\$37,850	\$45,500	95
30.0	Director, Purchasing	\$31,744	\$28,476	\$35,200	94
31.0	Director, Bookstore	\$29,369	\$27,150	\$32,934	75
32.0	Director, Campus Security	\$31,500	\$28,000	\$36,197	93
33.0	Director, Information Systems	\$39,972	\$35,040	\$47,500	33
34.0	Director, News Bureau	\$26,995	\$22,300	\$30,250	38
35.0	Director, Auxiliary Services	\$39,422	\$36,000	\$44,292	50
36.0	Director, Admissions	\$35,064	\$31,428	\$39,943	88
37.0	Director, Foreign Students	\$25,926	\$22,000	\$29,160	39
38.0	Director, International Studies Education	\$33,119	\$25,980	\$40,300	35
39.0	Director, Student Financial Aid	\$32,340	\$29,304	\$35,500	98
40.0	Director, Student Placement	\$29,990	\$27,394	\$34,860	90
41.0	Director, Student Counseling	\$33,840	\$30,440	\$38,500	87
42.0	Director, Student Union	\$31,320	\$27,672	\$34,450	73
43.0	Director, Student Health Services (Physician Administrator)	\$53,339	\$47,805	\$63,000	79
44.0	Director, Student Health Services (Nurse Administrator)	\$23,406	\$20,719	\$25,128	30
45.0	Director, Student Housing	\$32,250	\$26,834	\$35,842	82
46.0	Director, Athletics	\$45,400	\$39,756	\$53,000	80
47.0	Director, Athletics/Men	\$32,898	\$24,800	\$39,684	19
48.0	Director, Athletics/Women	\$31,000	\$24,000	\$35,039	37
49.0	Director, Campus Recreation/Intramurals	\$25,450	\$21,456	\$29,120	71
50.0	Director, Alumni Affairs	\$31,188	\$26,826	\$37,000	76
51.0	Director, Information Office	\$32,600	\$28,593	\$38,760	49
52.0	Director, Community Services	\$26,780	\$24,000	\$46,339	18
53.0	Administrator, Hospital Medical Center	\$64,963	\$40,000	\$75,500	20
54.0	Director, Publications	\$27,500	\$24,752	\$31,800	43
55.0	Director, Risk Management and Insurance	\$33,102	\$25,400	\$39,000	24
56.0	Chief Planning and Budget Officer	\$52,000	\$48,356	\$58,700	17
57.0	Chief Development and Public Relations Officer	\$53,700	\$45,300	\$64,000	15
58.0	Director, Personnel and Affirmative Action	\$35,544	\$34,008	\$39,632	8
59.0	Director, Admissions and Financial Aid	\$56,400	\$40,000	\$59,800	7
60.0	Director, Housing and Food Services	\$39,500	\$37,616	\$43,900	10
61.0	Director, Development and Alumni Affairs	\$38,640	\$36,500	\$48,000	14
62.0	Dean, Architecture	\$51,520	\$45,640	\$62,000	23
63.0	Dean, Agriculture	\$53,500	\$48,072	\$59,000	25
64.0	Dean, Arts and Letters	\$52,250	\$47,500	\$54,084	13
65.0	Dean, Arts and Sciences	\$55,044	\$50,625	\$61,296	68
66.0	Dean, Business	\$54,600	\$50,250	\$60,450	93
67.0	Dean, Communications	\$49,100	\$46,728	\$53,800	8
68.0	Dean, Continuing Education	\$45,516	\$39,775	\$50,750	62
69.0	Dean, Dentistry	\$74,500	\$70,000	\$84,000	16
70.0	Dean, Education	\$52,000	\$48,000	\$56,000	85
71.0	Dean, Engineering	\$57,200	\$52,740	\$66,040	58
73.0	Dean, Extension	\$47,760	\$44,929	\$53,050	20
74.0	Dean, Fine Arts	\$49,536	\$47,420	\$54,600	34
75.0	Dean, Graduate Programs	\$49,908	\$46,200	\$56,460	81
76.0	Dean, Health Related Professions	\$50,500	\$44,750	\$55,500	26
77.0	Dean, Home Economics	\$46,700	\$43,000	\$52,100	20
78.0	Dean, Humanities	\$48,072	\$39,900	\$50,930	12
80.0	Dean, Law	\$69,000	\$63,324	\$82,000	35
81.0	Dean, Library and Information Sciences	\$45,096	\$42,500	\$49,455	23
83.0	Dean, Medicine	\$91,800	\$79,500	\$101,785	22
84.0	Dean, Music	\$43,000	\$41,325	\$51,759	14
85.0	Dean, Nursing	\$51,500	\$47,900	\$58,000	40
86.0	Dean, Occupation Studies/Vocational Education/Technology	\$47,750	\$43,518	\$50,000	9
87.0	Dean, Pharmacy	\$56,000	\$53,250	\$61,000	14
88.0	Dean, Public Health	\$71,020	\$48,500	\$90,949	6
89.0	Dean, Sciences	\$52,658	\$46,920	\$59,400	29
90.0	Dean, Social Sciences	\$48,070	\$41,600	\$59,529	12
91.0	Dean, Social Work	\$54,387	\$44,309	\$56,816	24
92.0	Dean, Special Programs	\$37,400	\$32,900	\$54,699	10
93.0	Dean, Undergraduate Programs	\$48,500	\$42,364	\$53,600	23
94.0	Dean, Veterinary Medicine	\$59,160	\$56,400	\$60,840	7

Table 14
UNIVERSITIES WITH ENROLLMENTS 20,000 OR MORE

MEASURE: Salary. CLASSIFICATION(S): University. SOURCE(S) OF SUPPORT: Not specified. FTE-ENROLLMENT RANGE: 20,000 or more.
1982/83 BUDGET RANGE: Not specified. CASES SELECTED: 58.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	\$80,000	\$76,100	\$89,900	30
2.0	Chief Executive Officer, Single Institution	\$77,000	\$69,620	\$83,000	32
3.0	Executive Vice President	\$65,174	\$60,500	\$74,000	18
4.0	Chief Academic Officer	\$69,620	\$60,000	\$75,720	51
5.0	Chief Business Officer	\$62,000	\$56,700	\$70,109	51
6.0	Chief Student Affairs Officer	\$56,160	\$50,400	\$60,173	43
7.0	Chief Development Officer	\$52,760	\$42,793	\$63,600	28
8.0	Chief Public Relations Officer	\$45,000	\$36,850	\$51,365	38
9.0	Chief Planning Officer	\$49,000	\$44,748	\$54,526	21
10.0	Chief Personnel/Human Resources Officer	\$43,800	\$38,508	\$50,000	47
11.0	Chief Health Professions Officer	\$80,000	\$67,181	\$110,000	15
12.0	Chief Budgeting Officer	\$46,640	\$38,300	\$54,340	44
13.0	Director, Legal Services	\$52,800	\$42,693	\$63,000	35
14.0	Registrar	\$40,100	\$36,251	\$42,750	36
16.0	Director, Learning Resources Center	\$43,300	\$36,540	\$47,800	18
17.0	Director, Library Services	\$54,120	\$49,200	\$56,750	39
18.0	Director, Computer Center	\$52,000	\$46,788	\$61,400	31
19.0	Director, Educational Media Services	\$37,980	\$30,711	\$41,100	20
20.0	Director, Institutional Research	\$38,198	\$35,600	\$43,367	33
21.0	Director, Special and Deferred Gifts	\$35,100	\$28,827	\$42,560	11
22.0	Administrator, Grants and Contracts	\$44,976	\$37,400	\$50,600	41
23.0	Director, Affirmative Action/Equal Employment	\$36,500	\$32,462	\$42,500	45
25.0	Comptroller	\$48,800	\$44,611	\$54,480	44
26.0	Director, Internal Audit	\$38,781	\$32,448	\$44,000	48
27.0	Bursar	\$32,430	\$29,023	\$39,100	28
28.0	Director, Food Services	\$36,531	\$34,121	\$40,200	24
29.0	Chief Physical Plant/Facilities Management Officer	\$49,200	\$42,000	\$54,900	48
30.0	Director, Purchasing	\$37,296	\$34,680	\$43,300	43
31.0	Director, Bookstore	\$31,527	\$29,600	\$36,052	29
32.0	Director, Campus Security	\$39,120	\$33,500	\$42,504	40
33.0	Director, Information Systems	\$48,000	\$42,264	\$52,310	25
34.0	Director, News Bureau	\$30,958	\$23,219	\$39,686	24
35.0	Director, Auxiliary Services	\$43,200	\$37,000	\$48,037	16
36.0	Director, Admissions	\$38,000	\$35,000	\$42,600	34
37.0	Director, Foreign Students	\$31,100	\$28,029	\$36,900	30
38.0	Director, International Studies Education	\$40,750	\$32,760	\$48,500	24
39.0	Director, Student Financial Aid	\$37,968	\$31,518	\$40,475	41
40.0	Director, Student Placement	\$32,500	\$30,000	\$37,226	40
41.0	Director, Student Counseling	\$38,058	\$34,295	\$47,000	37
42.0	Director, Student Union	\$38,832	\$34,550	\$43,400	35
43.0	Director, Student Health Services (Physician Administrator)	\$60,156	\$56,160	\$65,700	35
44.0	Director, Student Health Services (Nurse Administrator)	\$25,136	\$22,788	\$28,000	10
45.0	Director, Student Housing	\$39,660	\$35,969	\$43,600	33
46.0	Director, Athletics	\$58,300	\$53,500	\$63,400	27
47.0	Director, Athletics/Men	\$48,000	\$42,120	\$59,000	12
48.0	Director, Athletics/Women	\$34,350	\$30,256	\$42,000	19
49.0	Director, Campus Recreation/Intramurals	\$31,205	\$24,383	\$36,200	33
50.0	Director, Alumni Affairs	\$40,000	\$36,709	\$47,066	25
51.0	Director, Information Office	\$39,200	\$30,708	\$45,655	26
52.0	Director, Community Services	\$33,000	\$27,312	\$35,500	12
53.0	Administrator, Hospital Medical Center	\$64,950	\$63,000	\$80,727	7
54.0	Director, Publications	\$32,761	\$26,573	\$36,600	27
55.0	Director, Risk Management and Insurance	\$38,411	\$36,957	\$39,200	21
56.0	Chief Planning and Budget Officer	\$55,200	\$48,000	\$63,300	13
57.0	Chief Development and Public Relations Officer	\$66,000	\$61,873	\$69,000	9
58.0	Director, Personnel and Affirmative Action	\$43,624	\$35,086	\$45,911	5
60.0	Director, Housing and Food Services	\$46,320	\$41,290	\$52,000	9
61.0	Director, Development and Alumni Affairs	\$42,528	\$41,781	\$48,400	5
62.0	Dean, Architecture	\$53,300	\$49,200	\$58,900	23
63.0	Dean, Agriculture	\$64,450	\$58,500	\$69,900	22
64.0	Dean, Arts and Letters	\$52,640	\$51,068	\$70,000	6
65.0	Dean, Arts and Sciences	\$63,300	\$57,000	\$69,900	26
66.0	Dean, Business	\$63,650	\$60,000	\$69,600	39
67.0	Dean, Communications	\$55,110	\$47,556	\$63,000	15
68.0	Dean, Continuing Education	\$48,500	\$44,025	\$54,500	27
69.0	Dean, Dentistry	\$69,000	\$64,963	\$71,000	8
70.0	Dean, Education	\$57,250	\$53,000	\$61,906	40
71.0	Dean, Engineering	\$67,000	\$62,000	\$70,725	37
73.0	Dean, Extension	\$56,450	\$45,350	\$65,500	9
74.0	Dean, Fine Arts	\$54,050	\$48,072	\$60,840	15
75.0	Dean, Graduate Programs	\$60,000	\$53,500	\$68,147	36
76.0	Dean, Health Related Professions	\$51,413	\$51,000	\$54,762	9
77.0	Dean, Home Economics	\$55,942	\$52,000	\$61,300	17
78.0	Dean, Humanities	\$58,741	\$57,500	\$64,680	10
80.0	Dean, Law	\$70,000	\$65,254	\$75,896	29
81.0	Dean, Library and Information Sciences	\$49,000	\$41,400	\$54,956	18
82.0	Dean, Mathematics	\$48,500	\$46,000	\$56,698	6
83.0	Dean, Medicine	\$85,400	\$79,000	\$108,000	20
84.0	Dean, Music	\$54,058	\$49,708	\$59,125	11
85.0	Dean, Nursing	\$60,000	\$56,000	\$64,300	17
86.0	Dean, Occupation Studies/Vocational Education/Technology	\$51,723	\$46,500	\$59,017	6
87.0	Dean, Pharmacy	\$63,732	\$59,861	\$67,000	19
89.0	Dean, Sciences	\$61,583	\$48,072	\$70,000	12
90.0	Dean, Social Sciences	\$58,925	\$49,730	\$67,032	9
91.0	Dean, Social Work	\$55,100	\$50,400	\$61,000	19
94.0	Dean, Veterinary Medicine	\$66,000	\$63,100	\$69,821	14

Table 15
PUBLIC UNIVERSITIES WITH ENROLLMENTS 4,999 OR LESS

MEASURE: Salary. CLASSIFICATION(S): University. SOURCE(S) OF SUPPORT: Public. FTE-ENROLLMENT RANGE: 4,999 or less.
1982/83 BUDGET RANGE: Not specified. CASES SELECTED: 70.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	\$53,580	\$52,600	\$65,950	5
2.0	Chief Executive Officer, Single Institution	\$60,000	\$55,860	\$68,000	65
3.0	Executive Vice President	\$50,000	\$45,668	\$59,778	15
4.0	Chief Academic Officer	\$50,008	\$46,700	\$54,000	64
5.0	Chief Business Officer	\$45,518	\$40,000	\$50,516	66
6.0	Chief Student Affairs Officer	\$42,497	\$35,306	\$47,213	66
7.0	Chief Development Officer	\$35,700	\$30,000	\$39,436	27
8.0	Chief Public Relations Officer	\$30,203	\$27,000	\$38,500	31
9.0	Chief Planning Officer	\$38,063	\$25,500	\$41,992	11
10.0	Chief Personnel/Human Resources Officer	\$28,270	\$25,264	\$31,900	45
11.0	Chief Health Professions Officer	\$33,996	\$31,390	\$64,328	5
12.0	Chief Budgeting Officer	\$31,049	\$28,980	\$35,598	27
13.0	Director, Legal Services	\$31,600	\$27,000	\$35,040	11
14.0	Registrar	\$31,000	\$26,338	\$34,598	63
16.0	Director, Learning Resources Center	\$28,151	\$21,982	\$35,951	21
17.0	Director, Library Services	\$33,700	\$30,479	\$38,002	62
18.0	Director, Computer Center	\$33,000	\$29,500	\$38,176	59
19.0	Director, Educational Media Services	\$24,999	\$19,530	\$33,816	34
20.0	Director, Institutional Research	\$31,250	\$27,500	\$38,353	31
22.0	Administrator, Grants and Contracts	\$33,500	\$24,720	\$39,372	18
23.0	Director, Affirmative Action/Equal Employment	\$29,500	\$25,662	\$33,406	30
25.0	Comptroller	\$33,700	\$28,200	\$36,414	43
26.0	Director, Internal Audit	\$26,079	\$21,040	\$29,540	17
27.0	Bursar	\$22,000	\$17,376	\$25,971	16
28.0	Director, Food Services	\$25,233	\$23,520	\$29,875	10
29.0	Chief Physical Plant/Facilities Management Officer	\$32,616	\$28,650	\$37,501	63
30.0	Director, Purchasing	\$23,470	\$19,046	\$28,308	48
31.0	Director, Bookstore	\$19,502	\$17,435	\$24,144	40
32.0	Director, Campus Security	\$23,644	\$19,500	\$28,533	51
33.0	Director, Information Systems	\$29,820	\$27,650	\$32,755	13
34.0	Director, News Bureau	\$21,960	\$20,028	\$26,375	14
35.0	Director, Auxiliary Services	\$24,475	\$20,508	\$29,110	16
36.0	Director, Admissions	\$27,439	\$24,200	\$32,493	46
37.0	Director, Foreign Students	\$20,980	\$20,500	\$22,316	5
39.0	Director, Student Financial Aid	\$26,568	\$22,074	\$30,080	65
40.0	Director, Student Placement	\$25,584	\$22,000	\$28,780	54
41.0	Director, Student Counseling	\$28,400	\$25,466	\$31,583	43
42.0	Director, Student Union	\$27,400	\$18,700	\$30,595	27
43.0	Director, Student Health Services (Physician Administrator)	\$37,092	\$20,625	\$53,040	18
44.0	Director, Student Health Services (Nurse Administrator)	\$17,637	\$15,940	\$20,300	24
45.0	Director, Student Housing	\$22,409	\$18,250	\$29,295	40
46.0	Director, Athletics	\$34,339	\$29,000	\$39,058	46
47.0	Director, Athletics/Men	\$33,074	\$29,125	\$34,403	6
48.0	Director, Athletics/Women	\$21,868	\$19,988	\$26,163	14
49.0	Director, Campus Recreation/Intramurals	\$20,110	\$18,723	\$22,600	18
50.0	Director, Alumni Affairs	\$21,740	\$19,500	\$27,588	32
51.0	Director, Information Office	\$25,060	\$22,613	\$28,500	25
52.0	Director, Community Services	\$27,800	\$24,774	\$34,201	8
54.0	Director, Publications	\$21,456	\$19,902	\$28,200	14
56.0	Chief Planning and Budget Officer	\$41,992	\$38,077	\$45,800	8
57.0	Chief Development and Public Relations Officer	\$35,385	\$29,088	\$50,000	10
58.0	Director, Personnel and Affirmative Action	\$28,000	\$23,300	\$32,496	15
59.0	Director, Admissions and Financial Aid	\$29,300	\$23,000	\$38,700	6
61.0	Director, Development and Alumni Affairs	\$35,456	\$26,923	\$39,400	9
63.0	Dean, Agriculture	\$35,340	\$32,848	\$45,654	10
64.0	Dean, Arts and Letters	\$36,588	\$33,570	\$42,500	11
65.0	Dean, Arts and Sciences	\$44,550	\$40,190	\$51,000	29
66.0	Dean, Business	\$42,860	\$39,230	\$48,000	50
68.0	Dean, Continuing Education	\$36,125	\$31,657	\$40,180	26
70.0	Dean, Education	\$41,580	\$36,432	\$45,700	45
71.0	Dean, Engineering	\$59,800	\$45,000	\$66,000	9
73.0	Dean, Extension	\$41,000	\$36,024	\$42,000	5
74.0	Dean, Fine Arts	\$32,020	\$26,027	\$40,911	11
75.0	Dean, Graduate Programs	\$42,120	\$40,400	\$45,900	34
76.0	Dean, Health Related Professions	\$40,006	\$34,448	\$44,000	9
77.0	Dean, Home Economics	\$32,100	\$26,477	\$38,750	5
78.0	Dean, Humanities	\$35,631	\$29,651	\$43,476	12
82.0	Dean, Mathematics	\$32,500	\$29,275	\$38,088	11
83.0	Dean, Medicine	\$85,860	\$78,750	\$99,000	5
84.0	Dean, Music	\$33,080	\$25,779	\$36,266	7
85.0	Dean, Nursing	\$41,000	\$37,000	\$46,500	24
86.0	Dean, Occupation Studies/Vocational Education/Technology	\$40,006	\$32,840	\$43,560	10
89.0	Dean, Sciences	\$39,000	\$33,705	\$42,300	21
90.0	Dean, Social Sciences	\$31,951	\$30,250	\$37,978	15
92.0	Dean, Special Programs	\$34,972	\$33,018	\$42,522	6

Table 16
PUBLIC UNIVERSITIES WITH ENROLLMENTS 5,000-9,999

MEASURE: Salary. CLASSIFICATION(S): University. SOURCE(S) OF SUPPORT: Public. FTE-ENROLLMENT RANGE: 5,000 thru 9,999.
1982/83 BUDGET RANGE: Not specified. CASES SELECTED: 70.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	\$56,335	\$55,424	\$62,700	5
2.0	Chief Executive Officer, Single Institution	\$64,560	\$58,500	\$68,920	64
3.0	Executive Vice President	\$50,482	\$47,020	\$52,970	16
4.0	Chief Academic Officer	\$54,600	\$50,000	\$58,000	63
5.0	Chief Business Officer	\$49,000	\$45,645	\$54,000	70
6.0	Chief Student Affairs Officer	\$45,500	\$40,000	\$48,000	68
7.0	Chief Development Officer	\$40,500	\$35,653	\$45,017	41
8.0	Chief Public Relations Officer	\$37,187	\$32,000	\$41,000	35
9.0	Chief Planning Officer	\$40,800	\$38,000	\$47,986	19
10.0	Chief Personnel/Human Resources Officer	\$31,400	\$26,000	\$37,832	58
12.0	Chief Budgeting Officer	\$35,095	\$31,400	\$41,748	47
13.0	Director, Legal Services	\$36,565	\$30,000	\$42,120	20
14.0	Registrar	\$31,771	\$28,830	\$35,000	60
16.0	Director, Learning Resources Center	\$31,009	\$24,892	\$38,011	34
17.0	Director, Library Services	\$39,576	\$35,640	\$42,420	60
18.0	Director, Computer Center	\$38,650	\$35,424	\$42,421	56
19.0	Director, Educational Media Services	\$28,000	\$24,949	\$33,816	32
20.0	Director, Institutional Research	\$34,713	\$28,380	\$37,456	45
21.0	Director, Special and Deferred Gifts	\$25,000	\$22,200	\$37,000	8
22.0	Administrator, Grants and Contracts	\$31,840	\$27,100	\$38,316	43
23.0	Director, Affirmative Action/Equal Employment	\$28,125	\$23,882	\$35,200	34
25.0	Comptroller	\$36,562	\$32,905	\$40,752	49
26.0	Director, Internal Audit	\$27,000	\$23,100	\$31,356	39
27.0	Bursar	\$21,690	\$19,538	\$27,285	29
28.0	Director, Food Services	\$28,248	\$25,732	\$30,144	28
29.0	Chief Physical Plant/Facilities Management Officer	\$36,648	\$32,300	\$40,750	68
30.0	Director, Purchasing	\$28,000	\$23,283	\$31,956	66
31.0	Director, Bookstore	\$25,848	\$21,251	\$30,200	55
32.0	Director, Campus Security	\$25,750	\$21,888	\$29,098	65
33.0	Director, Information Systems	\$30,500	\$27,168	\$35,000	15
34.0	Director, News Bureau	\$25,321	\$21,432	\$28,629	18
35.0	Director, Auxiliary Services	\$32,856	\$28,100	\$38,160	39
36.0	Director, Admissions	\$31,840	\$27,300	\$35,000	58
37.0	Director, Foreign Students	\$22,277	\$18,792	\$25,570	16
38.0	Director, International Studies Education	\$33,491	\$26,250	\$35,595	12
39.0	Director, Student Financial Aid	\$29,433	\$26,136	\$31,588	68
40.0	Director, Student Placement	\$27,480	\$24,413	\$32,206	61
41.0	Director, Student Counseling	\$29,916	\$26,500	\$34,700	64
42.0	Director, Student Union	\$27,891	\$24,000	\$31,592	50
43.0	Director, Student Health Services (Physician Administrator)	\$51,392	\$37,836	\$55,487	35
44.0	Director, Student Health Services (Nurse Administrator)	\$19,992	\$18,000	\$23,848	33
45.0	Director, Student Housing	\$26,500	\$22,800	\$30,151	57
46.0	Director, Athletics	\$37,381	\$34,126	\$41,489	61
47.0	Director, Athletics/Men	\$35,101	\$29,000	\$39,900	12
48.0	Director, Athletics/Women	\$24,200	\$21,723	\$26,747	25
49.0	Director, Campus Recreation/Intramurals	\$21,634	\$17,440	\$24,910	37
50.0	Director, Alumni Affairs	\$25,001	\$22,812	\$29,676	53
51.0	Director, Information Office	\$27,348	\$25,050	\$32,136	26
52.0	Director, Community Services	\$26,530	\$23,100	\$34,775	10
54.0	Director, Publications	\$26,400	\$21,432	\$28,629	28
55.0	Director, Risk Management and Insurance	\$25,590	\$18,608	\$26,544	8
56.0	Chief Planning and Budget Officer	\$42,000	\$35,000	\$45,000	5
57.0	Chief Development and Public Relations Officer	\$43,500	\$41,262	\$47,100	14
58.0	Director, Personnel and Affirmative Action	\$37,908	\$29,500	\$39,400	8
60.0	Director, Housing and Food Services	\$33,262	\$31,300	\$38,000	6
61.0	Director, Development and Alumni Affairs	\$36,475	\$30,000	\$42,000	6
63.0	Dean, Agriculture	\$42,711	\$38,016	\$52,513	13
64.0	Dean, Arts and Letters	\$46,420	\$44,622	\$52,000	11
65.0	Dean, Arts and Sciences	\$48,000	\$43,207	\$53,200	46
66.0	Dean, Business	\$47,500	\$44,050	\$51,681	61
67.0	Dean, Communications	\$42,300	\$31,920	\$46,420	7
68.0	Dean, Continuing Education	\$39,030	\$33,936	\$41,688	30
70.0	Dean, Education	\$44,910	\$42,400	\$48,072	60
71.0	Dean, Engineering	\$52,850	\$46,420	\$55,700	25
73.0	Dean, Extension	\$53,768	\$37,440	\$54,867	7
74.0	Dean, Fine Arts	\$43,977	\$37,500	\$46,488	22
75.0	Dean, Graduate Programs	\$45,800	\$42,100	\$49,866	57
76.0	Dean, Health Related Professions	\$44,454	\$41,564	\$48,000	10
77.0	Dean, Home Economics	\$39,775	\$36,053	\$50,000	10
78.0	Dean, Humanities	\$47,200	\$41,273	\$49,680	12
83.0	Dean, Law	\$59,750	\$54,703	\$63,370	13
81.0	Dean, Library and Information Sciences	\$46,200	\$39,962	\$49,000	7
82.0	Dean, Mathematics	\$36,205	\$36,143	\$39,500	6
83.0	Dean, Medicine	\$74,000	\$61,600	\$80,250	8
84.0	Dean, Music	\$38,500	\$34,840	\$49,300	6
85.0	Dean, Nursing	\$43,500	\$37,704	\$46,714	29
86.0	Dean, Occupation Studies/Vocational Education/Technology	\$44,386	\$37,745	\$45,828	19
87.0	Dean, Pharmacy	\$51,250	\$42,767	\$53,880	6
89.0	Dean, Sciences	\$46,154	\$42,024	\$49,120	20
90.0	Dean, Social Sciences	\$41,800	\$35,000	\$57,000	10
91.0	Dean, Social Work	\$45,200	\$31,965	\$46,420	5
93.0	Dean, Undergraduate Programs	\$38,064	\$34,574	\$46,000	8

Table 17
PUBLIC UNIVERSITIES WITH ENROLLMENTS 10,000-19,999

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 10,000 thru 19,999.
1982/83 BUDGET RANGE: Not specified. **CASES SELECTED:** 82.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	\$71,499	\$69,050	\$77,666	10
2.0	Chief Executive Officer, Single Institution	\$70,000	\$62,700	\$76,000	70
3.0	Executive Vice President	\$54,621	\$52,000	\$62,400	20
4.0	Chief Academic Officer	\$59,150	\$54,144	\$64,500	76
5.0	Chief Business Officer	\$55,472	\$50,600	\$60,860	75
6.0	Chief Student Affairs Officer	\$50,871	\$45,840	\$55,472	80
7.0	Chief Development Officer	\$45,000	\$38,508	\$52,000	57
8.0	Chief Public Relations Officer	\$40,729	\$34,653	\$47,870	52
9.0	Chief Planning Officer	\$44,600	\$35,500	\$53,800	20
10.0	Chief Personnel/Human Resources Officer	\$37,600	\$32,700	\$42,000	74
11.0	Chief Health Professions Officer	\$76,000	\$60,996	\$83,800	16
12.0	Chief Budgeting Officer	\$39,035	\$33,936	\$45,000	58
13.0	Director, Legal Services	\$44,500	\$40,200	\$50,500	37
14.0	Registrar	\$34,188	\$30,965	\$38,700	72
16.0	Director, Learning Resources Center	\$30,638	\$27,600	\$36,300	24
17.0	Director, Library Services	\$45,348	\$41,136	\$50,000	72
18.0	Director, Computer Center	\$43,142	\$39,672	\$46,788	64
19.0	Director, Educational Media Services	\$34,592	\$30,000	\$40,000	41
20.0	Director, Institutional Research	\$36,000	\$32,000	\$42,120	57
21.0	Director, Special and Deferred Gifts	\$28,827	\$25,286	\$30,800	8
22.0	Administrator, Grants and Contracts	\$39,126	\$32,472	\$44,000	69
23.0	Director, Affirmative Action/Equal Employment	\$30,670	\$27,721	\$35,400	58
25.0	Comptroller	\$40,380	\$36,060	\$44,255	60
26.0	Director, Internal Audit	\$31,522	\$29,100	\$33,864	57
27.0	Bursar	\$28,240	\$22,718	\$33,800	43
28.0	Director, Food Services	\$32,712	\$27,945	\$35,364	47
29.0	Chief Physical Plant/Facilities Management Officer	\$41,208	\$37,032	\$44,250	79
30.0	Director, Purchasing	\$31,396	\$27,900	\$34,680	75
31.0	Director, Bookstore	\$29,275	\$27,216	\$32,540	62
32.0	Director, Campus Security	\$30,996	\$27,894	\$35,712	77
33.0	Director, Information Systems	\$36,780	\$33,500	\$43,000	24
34.0	Director, News Bureau	\$25,400	\$22,260	\$27,672	29
35.0	Director, Auxiliary Services	\$38,028	\$35,580	\$43,000	42
36.0	Director, Admissions	\$34,742	\$31,428	\$39,070	71
37.0	Director, Foreign Students	\$23,721	\$21,105	\$28,414	29
38.0	Director, International Studies Education	\$32,540	\$25,980	\$38,300	30
39.0	Director, Student Financial Aid	\$32,095	\$29,304	\$35,000	80
40.0	Director, Student Placement	\$30,051	\$27,918	\$34,860	73
41.0	Director, Student Counseling	\$33,840	\$30,440	\$38,400	71
42.0	Director, Student Union	\$31,320	\$27,925	\$34,428	64
43.0	Director, Student Health Services (Physician Administrator)	\$52,279	\$48,234	\$59,337	65
44.0	Director, Student Health Services (Nurse Administrator)	\$22,251	\$20,508	\$25,128	22
45.0	Director, Student Housing	\$31,600	\$26,834	\$34,860	68
46.0	Director, Athletics	\$45,000	\$39,878	\$51,600	64
47.0	Director, Athletics/Men	\$32,898	\$24,800	\$39,684	15
48.0	Director, Athletics/Women	\$31,840	\$24,769	\$35,039	30
49.0	Director, Campus Recreation/Intramurals	\$25,027	\$21,471	\$28,901	61
50.0	Director, Alumni Affairs	\$30,456	\$26,784	\$36,000	63
51.0	Director, Information Office	\$31,800	\$27,500	\$36,729	41
52.0	Director, Community Services	\$26,540	\$21,900	\$40,987	15
53.0	Administrator, Hospital Medical Center	\$61,750	\$40,000	\$70,000	15
54.0	Director, Publications	\$27,150	\$24,500	\$30,720	35
55.0	Director, Risk Management and Insurance	\$30,900	\$24,644	\$33,400	15
56.0	Chief Planning and Budget Officer	\$50,760	\$45,600	\$52,649	13
57.0	Chief Development and Public Relations Officer	\$52,500	\$45,300	\$60,307	11
58.0	Director, Personnel and Affirmative Action	\$35,448	\$34,008	\$39,632	6
60.0	Director, Housing and Food Services	\$39,500	\$36,480	\$43,900	7
61.0	Director, Development and Alumni Affairs	\$38,506	\$36,500	\$44,000	11
62.0	Dean, Architecture	\$48,072	\$45,000	\$55,779	18
63.0	Dean, Agriculture	\$52,500	\$48,072	\$58,499	24
64.0	Dean, Arts and Letters	\$50,000	\$45,780	\$53,300	12
65.0	Dean, Arts and Sciences	\$55,000	\$50,625	\$59,939	31
66.0	Dean, Business	\$53,700	\$49,200	\$57,000	75
67.0	Dean, Communications	\$48,072	\$46,728	\$53,071	6
68.0	Dean, Continuing Education	\$45,240	\$39,775	\$49,500	49
69.0	Dean, Dentistry	\$70,500	\$70,000	\$75,950	9
70.0	Dean, Education	\$51,912	\$48,072	\$55,152	71
71.0	Dean, Engineering	\$56,000	\$51,888	\$63,000	48
73.0	Dean, Extension	\$48,072	\$44,929	\$53,880	15
74.0	Dean, Fine Arts	\$48,400	\$45,516	\$53,500	29
75.0	Dean, Graduate Programs	\$48,801	\$45,780	\$55,500	68
76.0	Dean, Health Related Professions	\$50,500	\$44,750	\$55,500	24
77.0	Dean, Home Economics	\$45,800	\$43,000	\$52,100	18
78.0	Dean, Humanities	\$48,072	\$43,945	\$56,000	11
80.0	Dean, Law	\$65,000	\$62,000	\$70,000	19
81.0	Dean, Library and Information Sciences	\$45,096	\$41,500	\$48,946	19
83.0	Dean, Medicine	\$83,621	\$78,700	\$93,500	14
84.0	Dean, Music	\$43,300	\$41,325	\$51,759	11
85.0	Dean, Nursing	\$51,500	\$46,702	\$58,000	32
86.0	Dean, Occupation Studies/Vocational Education/Technology	\$47,750	\$43,518	\$50,000	9
87.0	Dean, Pharmacy	\$54,768	\$52,700	\$59,500	12
89.0	Dean, Sciences	\$52,658	\$48,072	\$60,500	26
90.0	Dean, Social Sciences	\$56,488	\$46,700	\$59,529	9
91.0	Dean, Social Work	\$50,000	\$43,500	\$54,850	18
92.0	Dean, Special Programs	\$39,496	\$36,579	\$54,699	8
93.0	Dean, Undergraduate Programs	\$47,728	\$42,000	\$52,000	19
94.0	Dean, Veterinary Medicine	\$57,180	\$56,400	\$60,000	6

Table 18
PUBLIC UNIVERSITIES WITH ENROLLMENTS 20,000 OR MORE

MEASURE: Salary. CLASSIFICATION(S): University. SOURCE(S) OF SUPPORT: Public. FTE-ENROLLMENT RANGE: 20,000 or more.
1982/83 BUDGET RANGE: Not specified. CASES SELECTED: 54.

POS.	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	\$80,358	\$76,100	\$89,900	29
2.0	Chief Executive Officer, Single Institution	\$76,000	\$69,620	\$82,950	30
3.0	Executive Vice President	\$65,174	\$60,500	\$73,700	16
4.0	Chief Academic Officer	\$69,480	\$60,000	\$75,000	48
5.0	Chief Business Officer	\$61,800	\$56,700	\$69,500	48
6.0	Chief Student Affairs Officer	\$57,000	\$50,500	\$60,173	41
7.0	Chief Development Officer	\$52,760	\$44,000	\$63,600	26
8.0	Chief Public Relations Officer	\$45,000	\$36,850	\$50,000	34
9.0	Chief Planning Officer	\$49,000	\$44,748	\$54,526	20
10.0	Chief Personnel/Human Resources Officer	\$43,800	\$38,508	\$49,096	43
11.0	Chief Health Professions Officer	\$70,290	\$67,181	\$87,500	13
12.0	Chief Budgeting Officer	\$46,640	\$39,350	\$54,340	41
13.0	Director, Legal Services	\$52,500	\$42,693	\$60,000	32
14.0	Registrar	\$40,100	\$36,251	\$43,800	34
16.0	Director, Learning Resources Center	\$43,300	\$36,540	\$47,800	18
17.0	Director, Library Services	\$54,000	\$49,200	\$56,200	36
18.0	Director, Computer Center	\$51,400	\$46,788	\$58,500	30
19.0	Director, Educational Media Services	\$37,980	\$30,711	\$41,100	20
20.0	Director, Institutional Research	\$38,044	\$35,600	\$44,100	31
21.0	Director, Special and Deferred Gifts	\$34,815	\$28,827	\$41,360	10
22.0	Administrator, Grants and Contracts	\$44,976	\$37,400	\$50,600	38
23.0	Director, Affirmative Action/Equal Employment	\$36,500	\$32,000	\$42,500	43
25.0	Comptroller	\$48,800	\$44,700	\$53,800	41
26.0	Director, Internal Audit	\$38,781	\$32,563	\$43,600	44
27.0	Bursar	\$32,162	\$29,023	\$39,000	26
28.0	Director, Food Services	\$36,531	\$34,121	\$40,200	23
29.0	Chief Physical Plant/Facilities Management Officer	\$47,050	\$42,000	\$54,240	44
30.0	Director, Purchasing	\$37,296	\$34,680	\$43,400	39
31.0	Director, Bookstore	\$31,450	\$28,836	\$37,000	27
32.0	Director, Campus Security	\$39,264	\$33,500	\$42,504	37
33.0	Director, Information Systems	\$48,000	\$42,264	\$52,310	23
34.0	Director, News Bureau	\$30,958	\$25,000	\$39,686	20
35.0	Director, Auxiliary Services	\$43,200	\$37,000	\$48,037	15
36.0	Director, Admissions	\$37,900	\$35,000	\$42,120	32
37.0	Director, Foreign Students	\$31,100	\$28,029	\$33,400	28
38.0	Director, International Studies Education	\$40,750	\$32,760	\$48,500	24
39.0	Director, Student Financial Aid	\$37,500	\$31,518	\$39,864	38
40.0	Director, Student Placement	\$33,154	\$30,000	\$37,390	37
41.0	Director, Student Counseling	\$38,385	\$34,361	\$47,382	35
42.0	Director, Student Union	\$39,350	\$35,028	\$43,400	33
43.0	Director, Student Health Services (Physician Administrator)	\$60,000	\$56,160	\$65,544	33
44.0	Director, Student Health Services (Nurse Administrator)	\$25,136	\$22,788	\$27,700	9
45.0	Director, Student Housing	\$39,660	\$35,969	\$44,000	30
46.0	Director, Athletics	\$58,300	\$34,000	\$63,400	24
47.0	Director, Athletics/Men	\$48,000	\$42,120	\$59,000	12
48.0	Director, Athletics/Women	\$33,621	\$30,256	\$39,800	18
49.0	Director, Campus Recreation/Intramurals	\$30,000	\$24,024	\$36,200	30
50.0	Director, Alumni Affairs	\$39,516	\$35,200	\$47,066	23
51.0	Director, Information Office	\$39,200	\$30,708	\$45,655	25
52.0	Director, Community Services	\$33,000	\$29,903	\$48,000	10
53.0	Administrator, Hospital Medical Center	\$64,950	\$63,000	\$80,727	7
54.0	Director, Publications	\$32,000	\$26,573	\$36,452	23
55.0	Director, Risk Management and Insurance	\$38,040	\$35,000	\$39,200	19
56.0	Chief Planning and Budget Officer	\$52,499	\$45,720	\$57,973	12
57.0	Chief Development and Public Relations Officer	\$66,000	\$61,873	\$69,000	9
58.0	Director, Personnel and Affirmative Action	\$43,624	\$35,086	\$45,911	5
60.0	Director, Housing and Food Services	\$46,320	\$41,290	\$52,000	9
61.0	Director, Development and Alumni Affairs	\$42,528	\$41,781	\$48,400	5
62.0	Dean, Architecture	\$52,470	\$49,200	\$58,579	22
63.0	Dean, Agriculture	\$64,450	\$58,500	\$69,900	22
64.0	Dean, Arts and Letters	\$52,640	\$51,068	\$70,000	6
65.0	Dean, Arts and Sciences	\$63,300	\$55,600	\$69,300	24
66.0	Dean, Business	\$63,600	\$60,000	\$68,700	36
67.0	Dean, Communications	\$53,700	\$46,100	\$56,500	12
68.0	Dean, Continuing Education	\$48,350	\$44,025	\$54,500	26
69.0	Dean, Dentistry	\$68,500	\$64,963	\$90,000	6
70.0	Dean, Education	\$57,250	\$53,000	\$61,906	37
71.0	Dean, Engineering	\$66,500	\$61,734	\$70,500	34
73.0	Dean, Extension	\$56,450	\$45,350	\$65,500	9
74.0	Dean, Fine Arts	\$54,050	\$48,072	\$60,000	13
75.0	Dean, Graduate Programs	\$60,000	\$53,500	\$68,147	35
76.0	Dean, Health Related Professions	\$52,000	\$51,000	\$59,510	7
77.0	Dean, Home Economics	\$55,942	\$52,000	\$61,300	17
78.0	Dean, Humanities	\$61,824	\$58,000	\$64,680	9
80.0	Dean, Law	\$69,720	\$65,040	\$73,700	26
81.0	Dean, Library and Information Sciences	\$49,000	\$41,400	\$54,100	17
82.0	Dean, Mathematics	\$48,500	\$46,000	\$55,000	5
83.0	Dean, Medicine	\$83,775	\$79,000	\$101,126	17
84.0	Dean, Music	\$5,000	\$49,708	\$55,700	10
85.0	Dean, Nursing	\$59,510	\$55,658	\$64,300	15
86.0	Dean, Occupation Studies/Vocational Education/Technology	\$51,723	\$46,500	\$59,017	6
87.0	Dean, Pharmacy	\$63,500	\$59,861	\$66,000	18
89.0	Dean, Sciences	\$61,583	\$48,072	\$70,000	11
90.0	Dean, Social Sciences	\$56,760	\$48,330	\$62,000	8
91.0	Dean, Social Work	\$55,000	\$50,200	\$58,397	16
94.0	Dean, Veterinary Medicine	\$66,000	\$63,100	\$69,400	13

Table 19
PRIVATE UNIVERSITIES WITH ENROLLMENTS 2,499 OR LESS

MEASURE: Salary. CLASSIFICATION(S): University. SOURCE(S) OF SUPPORT: All Private. FTE-ENROLLMENT RANGE: 2,499 or less.
1982/83 BUDGET RANGE: Not specified. CASES SELECTED: 38.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	\$60,000	\$50,000	\$76,245	34
3.0	Executive Vice President	\$47,000	\$42,500	\$65,000	11
4.0	Chief Academic Officer	\$42,500	\$35,262	\$52,200	28
5.0	Chief Business Officer	\$40,604	\$35,000	\$50,000	32
6.0	Chief Student Affairs Officer	\$29,735	\$24,200	\$37,100	32
7.0	Chief Development Officer	\$38,323	\$32,500	\$43,200	24
8.0	Chief Public Relations Officer	\$27,000	\$22,000	\$32,105	21
10.0	Chief Personnel/Human Resources Officer	\$24,961	\$19,300	\$29,450	21
12.0	Chief Budgeting Officer	\$33,400	\$31,651	\$42,300	6
14.0	Registrar	\$26,000	\$19,800	\$29,430	35
16.0	Director, Learning Resources Center	\$22,500	\$20,004	\$25,428	7
17.0	Director, Library Services	\$27,000	\$21,318	\$31,764	33
18.0	Director, Computer Center	\$26,900	\$24,000	\$32,900	23
19.0	Director, Educational Media Services	\$18,792	\$16,101	\$27,750	15
20.0	Director, Institutional Research	\$24,500	\$17,784	\$32,496	10
21.0	Director, Special and Deferred Gifts	\$31,015	\$28,750	\$37,750	7
22.0	Administrator, Grants and Contracts	\$25,455	\$18,800	\$36,465	6
24.0	Chaplain	\$21,719	\$15,279	\$24,000	16
25.0	Comptroller	\$30,300	\$24,000	\$35,475	28
27.0	Bursar	\$20,825	\$17,200	\$26,200	7
28.0	Director, Food Services	\$27,500	\$25,000	\$36,000	9
29.0	Chief Physical Plant/Facilities Management Officer	\$28,020	\$23,700	\$34,650	28
30.0	Director, Purchasing	\$20,825	\$17,550	\$25,037	18
31.0	Director, Bookstore	\$15,500	\$13,500	\$20,800	27
32.0	Director, Campus Security	\$19,000	\$14,628	\$22,500	23
34.0	Director, News Bureau	\$20,225	\$16,000	\$22,663	15
35.0	Director, Auxiliary Services	\$23,050	\$13,723	\$35,200	6
36.0	Director, Admissions	\$28,668	\$24,889	\$33,270	33
39.0	Director, Student Financial Aid	\$21,000	\$19,000	\$25,000	35
40.0	Director, Student Placement	\$18,900	\$17,000	\$24,030	26
41.0	Director, Student Counseling	\$21,833	\$17,500	\$25,250	17
42.0	Director, Student Union	\$16,800	\$13,000	\$24,000	10
43.0	Director, Student Health Services (Physician Administrator)	\$41,800	\$15,190	\$56,160	6
44.0	Director, Student Health Services (Nurse Administrator)	\$13,000	\$11,880	\$16,724	22
45.0	Director, Student Housing	\$16,116	\$15,000	\$19,725	17
46.0	Director, Athletics	\$27,500	\$24,430	\$30,528	24
47.0	Director, Athletics/Men	\$28,000	\$25,850	\$28,785	5
48.0	Director, Athletics/Women	\$21,000	\$17,340	\$23,000	8
49.0	Director, Campus Recreation/Intramurals	\$14,715	\$12,180	\$19,200	8
50.0	Director, Alumni Affairs	\$20,000	\$17,535	\$24,500	22
51.0	Director, Information Office	\$16,500	\$15,290	\$31,200	6
54.0	Director, Publications	\$19,275	\$16,100	\$21,350	14
57.0	Chief Development and Public Relations Officer	\$37,100	\$35,000	\$52,000	10
65.0	Dean, Arts and Sciences	\$33,600	\$32,100	\$40,170	13
66.0	Dean, Business	\$35,000	\$27,500	\$42,000	15
68.0	Dean, Continuing Education	\$27,000	\$21,000	\$32,000	12
70.0	Dean, Education	\$30,100	\$24,250	\$33,299	9
74.0	Dean, Fine Arts	\$30,419	\$21,710	\$41,500	7
75.0	Dean, Graduate Programs	\$32,625	\$26,287	\$48,750	11
84.0	Dean, Music	\$28,150	\$22,500	\$36,760	6
85.0	Dean, Nursing	\$32,300	\$29,000	\$34,845	8
90.0	Dean, Social Sciences	\$23,000	\$18,017	\$30,642	5

Table 20
PRIVATE UNIVERSITIES WITH ENROLLMENTS 2,500-4,999

MEASURE: Salary. CLASSIFICATION(S): University. SOURCE(S) OF SUPPORT: All Private. FTE-ENROLLMENT RANGE: 2,500 thru 4,999.
1982/83 BUDGET RANGE: Not specified. CASES SELECTED: 37.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	\$71,000	\$61,930	\$80,000	34
3.0	Executive Vice President	\$54,880	\$40,670	\$58,610	6
4.0	Chief Academic Officer	\$54,500	\$46,563	\$60,600	35
5.0	Chief Business Officer	\$49,800	\$43,525	\$60,000	35
6.0	Chief Student Affairs Officer	\$41,000	\$36,500	\$46,200	33
7.0	Chief Development Officer	\$47,000	\$43,500	\$50,800	26
8.0	Chief Public Relations Officer	\$31,050	\$25,000	\$40,067	19
10.0	Chief Personnel/Human Resources Officer	\$29,100	\$24,000	\$32,400	28
12.0	Chief Budgeting Officer	\$33,500	\$28,600	\$37,000	7
14.0	Registrar	\$28,354	\$25,400	\$32,700	35
16.0	Director, Learning Resources Center	\$27,500	\$22,000	\$37,000	7
17.0	Director, Library Services	\$33,624	\$30,000	\$40,200	35
18.0	Director, Computer Center	\$35,000	\$30,300	\$38,500	25
19.0	Director, Educational Media Services	\$21,531	\$18,735	\$24,530	13
20.0	Director, Institutional Research	\$26,300	\$19,800	\$32,860	16
21.0	Director, Special and Deferred Gifts	\$29,660	\$23,224	\$35,000	9
22.0	Administrator, Grants and Contracts	\$27,200	\$21,850	\$37,500	11
23.0	Director, Affirmative Action/Equal Employment	\$27,000	\$15,000	\$30,500	8
24.0	Chaplain	\$27,800	\$21,575	\$32,100	17
25.0	Comptroller	\$35,976	\$32,328	\$39,515	30
26.0	Director, Internal Audit	\$25,000	\$22,500	\$27,000	5
27.0	Bursar	\$21,000	\$20,000	\$31,000	16
28.0	Director, Food Services	\$25,800	\$25,596	\$30,000	7
29.0	Chief Physical Plant/Facilities Management Officer	\$34,500	\$29,700	\$37,000	33
30.0	Director, Purchasing	\$23,500	\$18,096	\$26,628	27
31.0	Director, Bookstore	\$21,048	\$18,250	\$23,700	24
32.0	Director, Campus Security	\$23,320	\$18,800	\$26,300	34
34.0	Director, News Bureau	\$21,186	\$15,825	\$24,500	14
35.0	Director, Auxiliary Services	\$22,500	\$19,750	\$29,700	6
36.0	Director, Admissions	\$32,400	\$29,000	\$36,000	30
37.0	Director, Foreign Students	\$20,650	\$16,239	\$24,764	8
39.0	Director, Student Financial Aid	\$27,550	\$25,000	\$31,200	33
40.0	Director, Student Placement	\$23,140	\$20,500	\$27,920	30
41.0	Director, Student Counseling	\$27,860	\$25,000	\$30,000	27
42.0	Director, Student Union	\$25,000	\$19,845	\$27,000	17
43.0	Director, Student Health Services (Physician Administrator)	\$35,388	\$19,000	\$47,925	9
44.0	Director, Student Health Services (Nurse Administrator)	\$17,432	\$14,500	\$20,600	21
45.0	Director, Student Housing	\$23,540	\$19,175	\$28,000	31
46.0	Director, Athletics	\$32,800	\$28,071	\$43,000	30
48.0	Director, Athletics/Women	\$23,000	\$19,300	\$26,800	5
49.0	Director, Campus Recreation/Intramurals	\$18,500	\$17,000	\$22,100	12
50.0	Director, Alumni Affairs	\$25,000	\$22,000	\$28,700	30
51.0	Director, Information Office	\$25,620	\$21,186	\$28,900	13
54.0	Director, Publications	\$23,500	\$18,870	\$26,136	14
57.0	Chief Development and Public Relations Officer	\$46,800	\$42,000	\$50,000	10
59.0	Director, Admissions and Financial Aid	\$37,500	\$34,420	\$45,500	6
65.0	Dean, Arts and Sciences	\$43,000	\$36,000	\$49,680	23
66.0	Dean, Business	\$48,000	\$41,500	\$53,000	29
68.0	Dean, Continuing Education	\$35,600	\$32,000	\$40,836	21
70.0	Dean, Education	\$42,900	\$38,500	\$45,000	12
71.0	Dean, Engineering	\$54,000	\$44,800	\$58,780	12
75.0	Dean, Graduate Programs	\$40,354	\$31,724	\$44,400	17
80.0	Dean, Law	\$60,024	\$60,000	\$70,000	14
84.0	Dean, Music	\$40,128	\$32,500	\$54,500	7
85.0	Dean, Nursing	\$42,400	\$42,100	\$53,525	7
93.0	Dean, Undergraduate Programs	\$39,000	\$34,000	\$55,000	5

Table 21
PRIVATE UNIVERSITIES WITH ENROLLMENTS 5,000 OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** All Private. **FTE-ENROLLMENT RANGE:** 5,000 or more.
1982/83 BUDGET RANGE: Not specified. **CASES SELECTED:** 64.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	\$85,000	\$70,000	\$100,000	13
2.0	Chief Executive Officer, Single Institution	\$87,100	\$79,250	\$109,000	44
3.0	Executive Vice President	\$75,000	\$61,500	\$88,000	26
4.0	Chief Academic Officer	\$67,000	\$56,000	\$84,000	47
5.0	Chief Business Officer	\$62,500	\$51,500	\$75,000	49
6.0	Chief Student Affairs Officer	\$48,264	\$42,500	\$54,500	51
7.0	Chief Development Officer	\$56,700	\$47,000	\$70,000	49
8.0	Chief Public Relations Officer	\$44,000	\$36,000	\$52,000	48
9.0	Chief Planning Officer	\$56,000	\$37,200	\$63,100	16
10.0	Chief Personnel/Human Resources Officer	\$45,400	\$34,000	\$53,000	47
11.0	Chief Health Professions Officer	\$93,750	\$75,000	\$110,000	16
12.0	Chief Budgeting Officer	\$40,700	\$31,700	\$50,100	41
13.0	Director, Legal Services	\$55,000	\$44,000	\$63,000	25
14.0	Registrar	\$35,000	\$31,000	\$40,290	59
15.0	Director, Church Relations	\$33,210	\$27,000	\$34,524	10
16.0	Director, Learning Resources Center	\$26,800	\$20,000	\$33,260	16
17.0	Director, Library Services	\$47,000	\$37,724	\$52,000	56
18.0	Director, Computer Center	\$46,000	\$38,000	\$54,150	47
19.0	Director, Educational Media Services	\$28,850	\$25,000	\$32,222	27
20.0	Director, Institutional Research	\$36,000	\$31,674	\$41,000	27
21.0	Director, Special and Deferred Gifts	\$35,090	\$28,200	\$44,000	17
22.0	Administrator, Grants and Contracts	\$38,701	\$27,500	\$45,500	44
23.0	Director, Affirmative Action/Equal Employment	\$96,100	\$30,438	\$43,200	35
24.0	Chaplain	\$28,250	\$23,333	\$35,200	30
25.0	Comptroller	\$45,000	\$37,200	\$53,500	57
26.0	Director, Internal Audit	\$33,300	\$26,400	\$39,000	50
27.0	Bursar	\$30,000	\$25,000	\$34,000	35
28.0	Director, Food Services	\$35,217	\$28,500	\$40,350	28
29.0	Chief Physical Plant/Facilities Management Officer	\$42,500	\$37,815	\$52,000	58
30.0	Director, Purchasing	\$32,571	\$29,000	\$37,590	55
31.0	Director, Bookstore	\$32,000	\$25,200	\$35,200	41
32.0	Director, Campus Security	\$30,900	\$26,200	\$37,700	57
33.0	Director, Information Systems	\$40,000	\$34,000	\$51,100	24
34.0	Director, News Bureau	\$27,000	\$19,092	\$33,481	31
35.0	Director, Auxiliary Services	\$43,000	\$36,853	\$48,600	27
36.0	Director, Admissions	\$36,750	\$31,200	\$43,500	50
37.0	Director, Foreign Students	\$26,750	\$20,700	\$29,555	23
38.0	Director, International Studies Education	\$38,000	\$33,119	\$48,950	6
39.0	Director, Student Financial Aid	\$32,745	\$27,700	\$37,000	56
40.0	Director, Student Placement	\$27,400	\$24,662	\$32,556	59
41.0	Director, Student Counseling	\$33,716	\$29,500	\$38,500	46
42.0	Director, Student Union	\$26,554	\$22,890	\$35,000	30
43.0	Director, Student Health Services (Physician Administrator)	\$54,500	\$45,344	\$65,645	37
44.0	Director, Student Health Services (Nurse Administrator)	\$21,700	\$19,964	\$27,138	26
45.0	Director, Student Housing	\$28,410	\$25,900	\$33,200	49
46.0	Director, Athletics	\$45,300	\$36,600	\$52,320	53
47.0	Director, Athletics/Men	\$24,690	\$20,676	\$35,000	6
48.0	Director, Athletics/Women	\$23,910	\$20,280	\$27,804	20
49.0	Director, Campus Recreation/Intramurals	\$26,800	\$21,100	\$29,000	34
50.0	Director, Alumni Affairs	\$33,300	\$27,540	\$43,000	47
51.0	Director, Information Office	\$38,000	\$29,700	\$45,850	23
52.0	Director, Community Services	\$31,735	\$26,076	\$33,120	13
53.0	Administrator, Hospital Medical Center	\$82,000	\$75,500	\$93,250	8
54.0	Director, Publications	\$28,500	\$24,117	\$38,580	33
55.0	Director, Risk Management and Insurance	\$36,000	\$29,000	\$39,000	19
56.0	Chief Planning and Budget Officer	\$63,000	\$53,000	\$73,500	10
57.0	Chief Development and Public Relations Officer	\$61,985	\$53,500	\$75,000	11
58.0	Director, Personnel and Affirmative Action	\$42,312	\$31,200	\$44,600	13
59.0	Director, Admissions and Financial Aid	\$49,000	\$39,000	\$58,000	14
60.0	Director, Housing and Food Services	\$40,100	\$38,750	\$48,985	6
62.0	Dean, Architecture	\$60,000	\$55,000	\$64,500	8
64.0	Dean, Arts and Letters	\$49,500	\$45,780	\$54,500	5
65.0	Dean, Arts and Sciences	\$56,000	\$48,840	\$70,000	44
66.0	Dean, Business	\$60,750	\$54,100	\$71,221	47
67.0	Dean, Communications	\$65,500	\$50,000	\$73,000	7
68.0	Dean, Continuing Education	\$42,000	\$36,750	\$50,551	33
69.0	Dean, Dentistry	\$74,500	\$71,000	\$81,000	14
70.0	Dean, Education	\$51,000	\$43,625	\$58,000	32
71.0	Dean, Engineering	\$67,000	\$56,455	\$73,300	32
73.0	Dean, Extension	\$46,550	\$46,500	\$55,000	6
74.0	Dean, Fine Arts	\$55,319	\$49,000	\$63,250	12
75.0	Dean, Graduate Programs	\$57,443	\$48,840	\$63,600	34
76.0	Dean, Health Related Professions	\$51,000	\$35,500	\$68,000	7
80.0	Dean, Law	\$72,000	\$68,000	\$82,000	46
81.0	Dean, Library and Information Sciences	\$47,600	\$42,500	\$60,000	9
82.0	Dean, Mathematics	\$50,000	\$48,800	\$66,500	5
83.0	Dean, Medicine	\$113,000	\$90,000	\$118,000	20
84.0	Dean, Music	\$42,000	\$39,000	\$61,600	11
85.0	Dean, Nursing	\$50,000	\$48,000	\$58,800	25
87.0	Dean, Pharmacy	\$56,650	\$51,000	\$73,500	7
88.0	Dean, Public Health	\$89,000	\$62,000	\$102,600	5
89.0	Dean, Sciences	\$76,000	\$33,900	\$76,340	6
90.0	Dean, Social Sciences	\$43,250	\$40,300	\$67,750	5
91.0	Dean, Social Work	\$56,200	\$53,600	\$62,000	13
93.0	Dean, Undergraduate Programs	\$48,000	\$40,000	\$56,496	10

Table 22
ALL 4-YEAR COLLEGES

MEASURE: Salary. CLASSIFICATION(S): 4-year College. SOURCE(S) OF SUPPORT: Not specified. FTE-ENROLLMENT RANGE: Not specified.
1982/83 BUDGET RANGE: Not specified. CASES SELECTED: 503.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	\$69,000	\$40,000	\$72,000	6
2.0	Chief Executive Officer, Single Institution	\$54,000	\$45,000	\$62,500	472
3.0	Executive Vice President	\$41,000	\$34,642	\$49,000	91
4.0	Chief Academic Officer	\$40,680	\$34,000	\$48,098	466
5.0	Chief Business Officer	\$38,135	\$32,000	\$46,222	474
6.0	Chief Student Affairs Officer	\$31,710	\$26,000	\$38,257	468
7.0	Chief Development Officer	\$34,691	\$29,375	\$41,200	361
8.0	Chief Public Relations Officer	\$23,000	\$18,445	\$28,008	285
9.0	Chief Planning Officer	\$33,296	\$30,305	\$38,394	49
10.0	Chief Personnel/Human Resources Officer	\$25,050	\$20,400	\$31,468	181
11.0	Chief Health Professions Officer	\$29,925	\$13,250	\$43,831	16
12.0	Chief Budgeting Officer	\$30,751	\$25,000	\$36,600	82
13.0	Director, Legal Services	\$41,064	\$30,000	\$49,000	14
14.0	Registrar	\$23,390	\$19,176	\$28,654	468
15.0	Director, Church Relations	\$19,620	\$15,500	\$25,000	49
16.0	Director, Learning Resources Center	\$21,800	\$17,600	\$27,984	137
17.0	Director, Library Services	\$26,000	\$20,795	\$32,886	446
18.0	Director, Computer Center	\$28,000	\$22,050	\$34,425	319
19.0	Director, Educational Media Services	\$19,464	\$16,100	\$23,970	163
20.0	Director, Institutional Research	\$27,006	\$21,709	\$34,141	108
21.0	Director, Special and Deferred Gifts	\$26,739	\$23,278	\$31,640	42
22.0	Administrator, Grants and Contracts	\$24,782	\$22,130	\$33,193	78
23.0	Director, Affirmative Action/Equal Employment	\$27,295	\$21,696	\$33,193	57
24.0	Chaplain	\$18,150	\$14,500	\$24,000	174
25.0	Comptroller	\$28,000	\$22,600	\$34,128	281
26.0	Director, Internal Audit	\$22,400	\$19,341	\$25,850	36
27.0	Bursar	\$18,800	\$16,320	\$24,960	100
28.0	Director, Food Services	\$24,400	\$19,000	\$28,963	128
29.0	Chief Physical Plant/Facilities Management Officer	\$28,000	\$23,000	\$33,193	375
30.0	Director, Purchasing	\$21,379	\$17,000	\$25,582	185
31.0	Director, Bookstore	\$15,000	\$12,400	\$19,464	323
32.0	Director, Campus Security	\$19,642	\$15,000	\$23,937	269
33.0	Director, Information Systems	\$27,200	\$20,000	\$36,500	46
34.0	Director, News Bureau	\$18,344	\$15,500	\$22,550	87
35.0	Director, Auxiliary Services	\$26,100	\$20,100	\$31,188	79
36.0	Director, Admissions	\$27,500	\$22,000	\$32,100	435
37.0	Director, Foreign Students	\$23,241	\$17,100	\$27,600	34
38.0	Director, International Studies Education	\$25,121	\$21,262	\$31,700	31
39.0	Director, Student Financial Aid	\$21,492	\$17,340	\$25,675	460
40.0	Director, Student Placement	\$21,137	\$16,829	\$25,460	362
41.0	Director, Student Counseling	\$22,356	\$17,903	\$28,260	277
42.0	Director, Student Union	\$20,664	\$16,351	\$26,315	139
43.0	Director, Student Health Services (Physician Administrator)	\$33,220	\$18,294	\$46,000	98
44.0	Director, Student Health Services (Nurse Administrator)	\$14,002	\$11,844	\$17,280	242
45.0	Director, Student Housing	\$18,500	\$15,000	\$23,244	289
46.0	Director, Athletics	\$27,744	\$21,409	\$32,585	319
47.0	Director, Athletics/Men	\$24,550	\$21,550	\$30,704	42
48.0	Director, Athletics/Women	\$18,117	\$16,000	\$23,544	72
49.0	Director, Campus Recreation/Intramurals	\$18,500	\$13,000	\$23,328	97
50.0	Director, Alumni Affairs	\$20,157	\$16,350	\$24,600	327
51.0	Director, Information Office	\$21,570	\$17,640	\$26,275	111
52.0	Director, Community Services	\$23,000	\$19,555	\$28,440	45
54.0	Director, Publications	\$20,550	\$17,100	\$25,128	112
56.0	Chief Planning and Budget Officer	\$34,790	\$29,000	\$42,000	18
57.0	Chief Development and Public Relations Officer	\$36,200	\$30,000	\$47,500	59
58.0	Director, Personnel and Affirmative Action	\$23,326	\$18,300	\$32,800	64
59.0	Director, Admissions and Financial Aid	\$31,152	\$25,615	\$36,258	34
60.0	Director, Housing and Food Services	\$32,700	\$23,950	\$34,000	8
61.0	Director, Development and Alumni Affairs	\$28,350	\$25,000	\$34,600	29
62.0	Dean, Architecture	\$32,155	\$26,400	\$45,280	7
63.0	Dean, Agriculture	\$36,247	\$35,726	\$47,300	6
64.0	Dean, Arts and Letters	\$30,480	\$27,830	\$38,678	24
65.0	Dean, Arts and Sciences	\$44,300	\$38,050	\$48,072	78
66.0	Dean, Business	\$36,863	\$26,842	\$45,922	120
67.0	Dean, Communications	\$25,795	\$24,551	\$40,728	14
68.0	Dean, Continuing Education	\$30,000	\$23,000	\$37,441	161
70.0	Dean, Education	\$36,000	\$26,784	\$45,152	119
71.0	Dean, Engineering	\$40,125	\$32,400	\$49,759	19
73.0	Dean, Extension	\$29,601	\$26,520	\$34,080	6
74.0	Dean, Fine Arts	\$28,547	\$24,562	\$37,332	48
75.0	Dean, Graduate Programs	\$36,210	\$30,000	\$45,516	93
76.0	Dean, Health Related Professions	\$31,050	\$22,872	\$47,200	26
77.0	Dean, Home Economics	\$25,750	\$20,075	\$33,699	11
78.0	Dean, Humanities	\$26,223	\$22,000	\$33,306	55
80.0	Dean, Law	\$62,000	\$31,775	\$63,000	7
81.0	Dean, Library and Information Sciences	\$39,000	\$37,020	\$46,500	9
82.0	Dean, Mathematics	\$24,046	\$20,235	\$28,866	26
84.0	Dean, Music	\$27,265	\$21,967	\$38,923	32
85.0	Dean, Nursing	\$33,000	\$28,505	\$39,000	68
86.0	Dean, Occupation Studies/Vocational Education/Technology	\$35,371	\$27,932	\$40,548	23
89.0	Dean, Sciences	\$29,000	\$23,360	\$39,550	76
90.0	Dean, Social Sciences	\$26,853	\$22,147	\$32,436	68
91.0	Dean, Social Work	\$32,213	\$21,100	\$42,000	14
92.0	Dean, Special Programs	\$28,000	\$19,560	\$33,100	28
93.0	Dean, Undergraduate Programs	\$36,720	\$33,000	\$49,759	27

Table 23
4-YEAR COLLEGES WITH ENROLLMENTS 499 OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 499 or less.
1982/83 BUDGET RANGE: Not specified. **CASES SELECTED:** 60.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	\$40,000	\$33,000	\$47,727	55
3.0	Executive Vice President	\$30,035	\$22,700	\$35,525	15
4.0	Chief Academic Officer	\$29,000	\$25,500	\$35,000	53
5.0	Chief Business Officer	\$28,000	\$22,340	\$33,000	51
6.0	Chief Student Affairs Officer	\$23,300	\$18,300	\$27,000	49
7.0	Chief Development Officer	\$26,300	\$23,000	\$31,800	47
8.0	Chief Public Relations Officer	\$16,734	\$13,780	\$20,544	33
10.0	Chief Personnel/Human Resources Officer	\$15,000	\$15,000	\$19,380	5
14.0	Registrar	\$16,897	\$13,451	\$19,450	52
16.0	Director, Learning Resources Center	\$16,947	\$15,750	\$20,325	14
17.0	Director, Library Services	\$17,642	\$15,800	\$20,000	49
18.0	Director, Computer Center	\$17,000	\$12,494	\$23,800	13
19.0	Director, Educational Media Services	\$16,817	\$12,310	\$18,000	9
24.0	Chaplain	\$15,000	\$11,127	\$19,700	15
25.0	Comptroller	\$18,522	\$17,200	\$20,500	12
28.0	Director, Food Services	\$15,660	\$13,500	\$18,725	12
29.0	Chief Physical Plant/Facilities Management Officer	\$19,926	\$16,900	\$23,433	26
31.0	Director, Bookstore	\$10,860	\$9,070	\$13,892	33
32.0	Director, Campus Security	\$12,000	\$10,165	\$14,715	15
36.0	Director, Admissions	\$21,600	\$17,900	\$26,550	48
39.0	Director, Student Financial Aid	\$16,200	\$15,000	\$19,080	44
40.0	Director, Student Placement	\$15,660	\$14,000	\$18,000	17
41.0	Director, Student Counseling	\$15,805	\$14,550	\$18,000	13
44.0	Director, Student Health Services (Nurse Administrator)	\$10,595	\$7,020	\$12,700	18
45.0	Director, Student Housing	\$14,300	\$12,000	\$15,270	13
46.0	Director, Athletics	\$17,400	\$14,150	\$18,937	27
49.0	Director, Campus Recreation/Intramurals	\$12,000	\$11,550	\$18,257	5
50.0	Director, Alumni Affairs	\$16,000	\$13,626	\$17,400	25
51.0	Director, Information Office	\$16,000	\$12,960	\$16,200	5
54.0	Director, Publications	\$13,800	\$13,362	\$23,000	6
57.0	Chief Development and Public Relations Officer	\$23,490	\$18,000	\$30,000	6
68.0	Dean, Continuing Education	\$15,718	\$12,840	\$23,500	6
75.0	Dean, Graduate Programs	\$23,250	\$19,950	\$30,500	6

Table 24
4-YEAR COLLEGES WITH ENROLLMENTS 500-999

MEASURE: Salary. CLASSIFICATION(S): 4-year College. SOURCE(S) OF SUPPORT: Not specified. FTE-ENROLLMENT RANGE: 500 thru 999.
1982/83 BUDGET RANGE: Not specified. CASES SELECTED: 141.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	\$48,500	\$41,160	\$55,424	132
3.0	Executive Vice President	\$38,250	\$35,000	\$46,440	21
4.0	Chief Academic Officer	\$35,000	\$31,000	\$40,000	131
5.0	Chief Business Officer	\$33,476	\$29,000	\$38,250	135
6.0	Chief Student Affairs Officer	\$26,490	\$23,330	\$30,000	131
7.0	Chief Development Officer	\$32,000	\$27,500	\$36,288	115
8.0	Chief Public Relations Officer	\$20,000	\$17,040	\$24,200	89
9.0	Chief Planning Officer	\$30,305	\$21,186	\$32,500	13
10.0	Chief Personnel/Human Resources Officer	\$17,300	\$15,360	\$20,400	20
12.0	Chief Budgeting Officer	\$24,300	\$22,529	\$26,648	10
14.0	Registrar	\$19,926	\$17,500	\$23,165	130
15.0	Director, Church Relations	\$16,050	\$14,500	\$20,000	16
16.0	Director, Learning Resources Center	\$18,203	\$14,445	\$21,055	34
17.0	Director, Library Services	\$22,058	\$19,100	\$24,640	125
18.0	Director, Computer Center	\$21,518	\$18,500	\$27,329	76
19.0	Director, Educational Media Services	\$15,090	\$12,175	\$17,200	34
20.0	Director, Institutional Research	\$19,500	\$18,000	\$25,353	17
21.0	Director, Special and Deferred Gifts	\$21,000	\$18,500	\$27,500	8
22.0	Administrator, Grants and Contracts	\$22,130	\$19,151	\$23,388	12
24.0	Chaplain	\$16,000	\$11,550	\$19,978	60
25.0	Comptroller	\$22,600	\$19,530	\$28,590	68
27.0	Bursar	\$17,400	\$14,000	\$18,800	18
28.0	Director, Food Services	\$22,479	\$18,500	\$27,000	27
29.0	Chief Physical Plant/Facilities Management Officer	\$23,760	\$20,604	\$27,800	93
30.0	Director, Purchasing	\$15,827	\$13,593	\$18,780	21
31.0	Director, Bookstore	\$12,960	\$11,000	\$14,967	96
32.0	Director, Campus Security	\$15,371	\$12,800	\$18,000	49
33.0	Director, Information Systems	\$19,500	\$18,500	\$27,000	7
34.0	Director, News Bureau	\$16,000	\$13,000	\$18,400	25
35.0	Director, Auxiliary Services	\$19,300	\$17,500	\$27,000	9
36.0	Director, Admissions	\$23,328	\$20,000	\$28,250	122
38.0	Director, International Studies Education	\$23,500	\$22,000	\$25,000	5
39.0	Director, Student Financial Aid	\$17,340	\$16,000	\$20,500	129
40.0	Director, Student Placement	\$16,774	\$15,000	\$19,920	84
41.0	Director, Student Counseling	\$17,160	\$15,200	\$19,926	60
42.0	Director, Student Union	\$18,600	\$12,000	\$20,220	17
43.0	Director, Student Health Services (Physician Administrator)	\$14,900	\$10,524	\$26,600	15
44.0	Director, Student Health Services (Nurse Administrator)	\$12,540	\$9,680	\$14,232	71
45.0	Director, Student Housing	\$15,200	\$13,525	\$17,698	68
46.0	Director, Athletics	\$22,750	\$19,380	\$27,000	82
47.0	Director, Athletics/Men	\$21,550	\$15,175	\$23,300	9
48.0	Director, Athletics/Women	\$16,850	\$14,100	\$19,000	15
49.0	Director, Campus Recreation/Intramurals	\$10,469	\$8,700	\$13,200	11
50.0	Director, Alumni Affairs	\$17,820	\$15,000	\$21,000	91
51.0	Director, Information Office	\$18,000	\$13,500	\$20,300	13
52.0	Director, Community Services	\$19,555	\$16,500	\$23,000	13
54.0	Director, Publications	\$18,000	\$15,500	\$20,000	25
57.0	Chief Development and Public Relations Officer	\$33,170	\$22,665	\$36,000	12
58.0	Director, Personnel and Affirmative Action	\$16,000	\$14,838	\$18,000	12
59.0	Director, Admissions and Financial Aid	\$25,615	\$23,000	\$33,100	10
61.0	Director, Development and Alumni Affairs	\$24,000	\$19,000	\$32,000	6
65.0	Dean, Arts and Sciences	\$27,725	\$24,546	\$34,000	6
66.0	Dean, Business	\$23,360	\$20,000	\$28,312	14
68.0	Dean, Continuing Education	\$23,520	\$19,000	\$28,500	35
70.0	Dean, Education	\$24,455	\$22,000	\$28,770	18
74.0	Dean, Fine Arts	\$26,984	\$17,335	\$29,600	11
75.0	Dean, Graduate Programs	\$24,499	\$22,684	\$31,020	11
78.0	Dean, Humanities	\$23,093	\$18,829	\$24,109	15
82.0	Dean, Mathematics	\$19,650	\$18,775	\$20,000	5
84.0	Dean, Music	\$26,645	\$20,225	\$42,284	7
85.0	Dean, Nursing	\$30,000	\$24,610	\$32,445	14
89.0	Dean, Sciences	\$22,840	\$21,070	\$26,110	16
90.0	Dean, Social Sciences	\$19,865	\$15,900	\$25,427	15
92.0	Dean, Special Programs	\$19,795	\$18,150	\$24,710	7

Table 25
4-YEAR COLLEGES WITH ENROLLMENTS 1,000-2,499

MEASURE: Salary. CLASSIFICATION(S): 4-year College. SOURCE(S) OF SUPPORT: Not specified. FTE-ENROLLMENT RANGE: 1,000 thru 2,499.
1982/83 BUDGET RANGE: Not specified. CASES SELECTED: 190.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	\$56,561	\$48,860	\$66,500	182
3.0	Executive Vice President	\$41,000	\$36,590	\$48,000	34
4.0	Chief Academic Officer	\$43,200	\$37,500	\$48,600	180
5.0	Chief Business Officer	\$40,000	\$34,000	\$46,200	179
6.0	Chief Student Affairs Officer	\$33,500	\$29,400	\$37,524	181
7.0	Chief Development Officer	\$38,209	\$32,500	\$44,400	141
8.0	Chief Public Relations Officer	\$25,000	\$21,400	\$28,900	105
9.0	Chief Planning Officer	\$32,600	\$28,896	\$35,417	16
10.0	Chief Personnel/Human Resources Officer	\$24,248	\$21,250	\$30,046	78
11.0	Chief Health Professions Officer	\$29,565	\$17,386	\$33,533	10
12.0	Chief Budgeting Officer	\$32,600	\$24,100	\$36,600	21
14.0	Registrar	\$25,000	\$21,497	\$28,560	181
15.0	Director, Church Relations	\$21,800	\$16,630	\$26,700	26
16.0	Director, Learning Resources Center	\$22,025	\$19,152	\$27,984	49
17.0	Director, Library Services	\$27,500	\$23,650	\$32,800	170
18.0	Director, Computer Center	\$27,600	\$23,301	\$32,720	138
19.0	Director, Educational Media Services	\$20,188	\$16,500	\$22,350	71
20.0	Director, Institutional Research	\$25,000	\$21,000	\$32,084	38
21.0	Director, Special and Deferred Gifts	\$27,000	\$24,640	\$31,400	25
22.0	Administrator, Grants and Contracts	\$25,230	\$22,950	\$32,300	28
23.0	Director, Affirmative Action/Equal Employment	\$22,830	\$15,802	\$27,968	14
24.0	Chaplain	\$20,860	\$16,000	\$25,400	84
25.0	Comptroller	\$28,350	\$24,300	\$34,000	136
26.0	Director, Internal Audit	\$22,360	\$17,800	\$24,300	12
27.0	Bursar	\$18,700	\$16,080	\$23,268	37
28.0	Director, Food Services	\$25,000	\$20,524	\$29,300	62
29.0	Chief Physical Plant/Facilities Management Officer	\$28,200	\$24,372	\$33,200	157
30.0	Director, Purchasing	\$20,720	\$17,834	\$25,000	80
31.0	Director, Bookstore	\$17,000	\$14,199	\$20,467	136
32.0	Director, Campus Security	\$19,400	\$15,500	\$22,585	115
33.0	Director, Information Systems	\$25,704	\$19,914	\$30,000	18
34.0	Director, News Bureau	\$18,300	\$16,375	\$22,400	32
35.0	Director, Auxiliary Services	\$24,039	\$19,300	\$30,648	35
36.0	Director, Admissions	\$28,900	\$24,771	\$33,027	170
37.0	Director, Foreign Students	\$22,754	\$17,100	\$27,374	19
38.0	Director, International Studies Education	\$23,879	\$22,045	\$31,700	14
39.0	Director, Student Financial Aid	\$23,000	\$19,977	\$25,850	179
40.0	Director, Student Placement	\$21,200	\$17,600	\$24,856	162
41.0	Director, Student Counseling	\$23,156	\$19,270	\$27,400	114
42.0	Director, Student Union	\$19,500	\$16,500	\$23,394	63
43.0	Director, Student Health Services (Physician Administrator)	\$35,515	\$26,500	\$46,425	38
44.0	Director, Student Health Services (Nurse Administrator)	\$15,120	\$13,058	\$17,471	104
45.0	Director, Student Housing	\$18,200	\$15,000	\$22,000	129
46.0	Director, Athletics	\$28,350	\$23,880	\$32,585	124
47.0	Director, Athletics/Men	\$28,100	\$24,000	\$33,700	21
48.0	Director, Athletics/Women	\$18,088	\$16,000	\$23,100	32
49.0	Director, Campus Recreation/Intramurals	\$16,910	\$12,537	\$21,600	36
50.0	Director, Alumni Affairs	\$21,800	\$18,300	\$25,600	136
51.0	Director, Information Office	\$20,800	\$17,985	\$25,530	60
52.0	Director, Community Services	\$23,750	\$20,500	\$28,728	16
54.0	Director, Publications	\$21,504	\$17,100	\$27,065	47
56.0	Chief Planning and Budget Officer	\$36,000	\$32,736	\$42,000	7
57.0	Chief Development and Public Relations Officer	\$36,500	\$30,590	\$53,500	20
58.0	Director, Personnel and Affirmative Action	\$23,000	\$20,381	\$30,300	33
59.0	Director, Admissions and Financial Aid	\$31,152	\$29,260	\$40,000	14
61.0	Director, Development and Alumni Affairs	\$28,000	\$25,000	\$30,000	11
64.0	Dean, Arts and Letters	\$30,114	\$24,200	\$35,300	7
65.0	Dean, Arts and Sciences	\$36,316	\$33,500	\$42,182	22
66.0	Dean, Business	\$32,000	\$26,000	\$37,502	42
67.0	Dean, Communications	\$30,433	\$25,112	\$35,750	7
68.0	Dean, Continuing Education	\$28,290	\$22,500	\$32,500	52
70.0	Dean, Education	\$29,859	\$25,000	\$35,562	41
74.0	Dean, Fine Arts	\$27,857	\$24,250	\$35,175	23
75.0	Dean, Graduate Programs	\$32,600	\$27,500	\$39,000	30
76.0	Dean, Health Related Professions	\$25,900	\$19,688	\$30,030	9
77.0	Dean, Home Economics	\$25,750	\$21,372	\$33,699	6
78.0	Dean, Humanities	\$26,223	\$22,566	\$32,412	23
82.0	Dean, Mathematics	\$24,050	\$20,875	\$29,470	10
84.0	Dean, Music	\$23,760	\$18,744	\$27,265	12
85.0	Dean, Nursing	\$33,419	\$28,130	\$36,691	23
86.0	Dean, Occupation Studies/Vocational Education/Technology	\$30,624	\$30,447	\$38,000	6
89.0	Dean, Sciences	\$27,476	\$25,382	\$33,814	32
90.0	Dean, Social Sciences	\$27,200	\$22,626	\$31,368	31
92.0	Dean, Special Programs	\$29,550	\$25,318	\$33,100	9
93.0	Dean, Undergraduate Programs	\$33,200	\$31,000	\$40,000	12

Table 26
4-YEAR COLLEGES WITH ENROLLMENTS 2,500-4,999

MEASURE: Salary. CLASSIFICATION(S): 4-year College. SOURCE(S) OF SUPPORT: Not specified. FTE-ENROLLMENT RANGE: 2,500 thru 4,999.
1982/83 BUDGET RANGE: Not specified. CASES SELECTED: 80.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	\$59,350	\$52,404	\$64,941	72
3.0	Executive Vice President	\$48,098	\$45,000	\$50,000	13
4.0	Chief Academic Officer	\$48,514	\$43,400	\$54,960	72
5.0	Chief Business Officer	\$45,900	\$41,080	\$52,000	78
6.0	Chief Student Affairs Officer	\$39,408	\$36,000	\$44,835	75
7.0	Chief Development Officer	\$39,323	\$32,628	\$45,136	45
8.0	Chief Public Relations Officer	\$27,894	\$22,890	\$32,750	40
9.0	Chief Planning Officer	\$41,870	\$32,952	\$44,000	11
10.0	Chief Personnel/Human Resources Officer	\$27,810	\$22,700	\$30,850	32
12.0	Chief Budgeting Officer	\$30,751	\$25,510	\$34,528	29
14.0	Registrar	\$29,000	\$25,523	\$34,896	74
16.0	Director, Learning Resources Center	\$25,008	\$21,854	\$30,800	25
17.0	Director, Library Services	\$33,240	\$29,500	\$38,900	71
18.0	Director, Computer Center	\$34,646	\$30,068	\$38,160	67
19.0	Director, Educational Media Services	\$23,000	\$20,298	\$25,837	33
20.0	Director, Institutional Research	\$26,860	\$23,106	\$33,500	28
21.0	Director, Special and Deferred Gifts	\$29,000	\$24,000	\$33,310	5
22.0	Administrator, Grants and Contracts	\$24,510	\$22,000	\$30,357	15
23.0	Director, Affirmative Action/Equal Employment	\$26,602	\$21,696	\$31,771	20
24.0	Chaplain	\$20,575	\$14,420	\$26,653	12
25.0	Comptroller	\$32,554	\$28,311	\$37,950	45
26.0	Director, Internal Audit	\$22,316	\$19,341	\$26,220	14
27.0	Bursar	\$20,250	\$16,500	\$25,549	26
28.0	Director, Food Services	\$24,000	\$20,592	\$28,400	17
29.0	Chief Physical Plant/Facilities Management Officer	\$31,884	\$28,397	\$37,140	70
30.0	Director, Purchasing	\$23,276	\$17,244	\$26,300	56
31.0	Director, Bookstore	\$18,200	\$14,775	\$20,719	44
32.0	Director, Campus Security	\$22,279	\$18,701	\$25,100	65
33.0	Director, Information Systems	\$33,400	\$26,330	\$35,935	8
34.0	Director, News Bureau	\$18,344	\$15,000	\$22,550	15
35.0	Director, Auxiliary Services	\$26,600	\$22,714	\$31,260	24
36.0	Director, Admissions	\$29,712	\$26,590	\$33,193	67
38.0	Director, International Studies Education	\$35,849	\$30,600	\$39,500	5
39.0	Director, Student Financial Aid	\$25,500	\$23,000	\$29,300	78
40.0	Director, Student Placement	\$24,700	\$21,250	\$27,500	69
41.0	Director, Student Counseling	\$26,472	\$22,000	\$30,084	65
42.0	Director, Student Union	\$22,800	\$18,000	\$27,799	38
43.0	Director, Student Health Services (Physician Administrator)	\$30,000	\$23,832	\$44,964	25
44.0	Director, Student Health Services (Nurse Administrator)	\$17,200	\$13,740	\$20,139	38
45.0	Director, Student Housing	\$24,000	\$19,835	\$26,200	57
46.0	Director, Athletics	\$32,000	\$28,440	\$36,500	64
48.0	Director, Athletics/Women	\$20,418	\$18,000	\$21,689	14
49.0	Director, Campus Recreation/Intramurals	\$20,000	\$16,500	\$23,328	30
50.0	Director, Alumni Affairs	\$21,500	\$18,832	\$26,378	49
51.0	Director, Information Office	\$22,878	\$20,000	\$27,250	25
52.0	Director, Community Services	\$28,440	\$27,057	\$38,108	9
54.0	Director, Publications	\$20,770	\$18,500	\$23,568	20
56.0	Chief Planning and Budget Officer	\$30,500	\$27,901	\$40,000	5
57.0	Chief Development and Public Relations Officer	\$37,653	\$34,940	\$48,037	14
58.0	Director, Personnel and Affirmative Action	\$30,781	\$24,800	\$34,452	15
59.0	Director, Admissions and Financial Aid	\$37,000	\$36,258	\$41,000	5
61.0	Director, Development and Alumni Affairs	\$30,056	\$28,210	\$36,408	7
64.0	Dean, Arts and Letters	\$30,480	\$28,980	\$38,678	13
65.0	Dean, Arts and Sciences	\$45,516	\$41,075	\$49,116	29
66.0	Dean, Business	\$44,600	\$35,000	\$48,500	42
67.0	Dean, Communications	\$40,728	\$25,630	\$45,200	5
68.0	Dean, Continuing Education	\$35,200	\$29,700	\$42,350	47
70.0	Dean, Education	\$42,129	\$36,474	\$45,516	35
71.0	Dean, Engineering	\$40,125	\$34,000	\$46,750	9
74.0	Dean, Fine Arts	\$32,310	\$28,045	\$38,300	8
75.0	Dean, Graduate Programs	\$41,400	\$35,310	\$48,600	30
76.0	Dean, Health Related Professions	\$38,000	\$27,515	\$45,516	9
78.0	Dean, Humanities	\$33,000	\$30,488	\$36,952	10
81.0	Dean, Library and Information Sciences	\$45,516	\$37,020	\$46,500	5
82.0	Dean, Mathematics	\$25,428	\$22,790	\$28,866	9
84.0	Dean, Music	\$28,916	\$25,162	\$44,799	8
85.0	Dean, Nursing	\$37,150	\$29,600	\$39,000	19
86.0	Dean, Occupation Studies/Vocational Education/Technology	\$32,016	\$28,400	\$38,300	9
89.0	Dean, Sciences	\$36,125	\$31,022	\$41,600	18
90.0	Dean, Social Sciences	\$31,000	\$23,160	\$38,076	14
92.0	Dean, Special Programs	\$32,950	\$28,000	\$36,000	8
93.0	Dean, Undergraduate Programs	\$41,000	\$34,500	\$55,000	11

Table 27
4-YEAR COLLEGES WITH ENROLLMENTS 5,000 OR MORE

MEASURE: Salary. CLASSIFICATION(S): 4-year College. SOURCE(S) OF SUPPORT: Not specified. FTE-ENROLLMENT RANGE: 5,000 or more.
1982/83 BUDGET RANGE: Not specified. CASES SELECTED: 30.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	\$62,924	\$55,500	\$66,950	29
3.0	Executive Vice President	\$53,044	\$48,668	\$59,605	8
4.0	Chief Academic Officer	\$52,000	\$48,098	\$55,110	28
5.0	Chief Business Officer	\$50,690	\$45,100	\$55,195	29
6.0	Chief Student Affairs Officer	\$46,850	\$42,500	\$48,200	30
7.0	Chief Development Officer	\$42,800	\$38,214	\$52,000	12
8.0	Chief Public Relations Officer	\$34,755	\$28,988	\$38,355	16
9.0	Chief Planning Officer	\$39,153	\$34,845	\$53,556	8
10.0	Chief Personnel/Human Resources Officer	\$35,035	\$31,468	\$37,137	25
12.0	Chief Budgeting Officer	\$38,541	\$32,568	\$42,559	20
13.0	Director, Legal Services	\$42,992	\$33,193	\$49,058	6
14.0	Registrar	\$34,710	\$31,666	\$38,991	29
16.0	Director, Learning Resources Center	\$32,512	\$29,033	\$35,330	15
17.0	Director, Library Services	\$39,400	\$36,149	\$45,111	29
18.0	Director, Computer Center	\$38,500	\$35,098	\$42,699	23
19.0	Director, Educational Media Services	\$32,635	\$27,820	\$36,980	16
20.0	Director, Institutional Research	\$36,636	\$29,973	\$40,945	23
22.0	Administrator, Grants and Contracts	\$34,020	\$26,925	\$36,000	19
23.0	Director, Affirmative Action/Equal Employment	\$33,193	\$22,628	\$34,536	20
25.0	Comptroller	\$36,750	\$29,994	\$42,992	19
26.0	Director, Internal Audit	\$30,000	\$25,850	\$33,193	5
27.0	Bursar	\$27,200	\$18,155	\$30,336	16
28.0	Director, Food Services	\$28,400	\$26,850	\$32,000	8
29.0	Chief Physical Plant/Facilities Management Officer	\$34,500	\$31,644	\$40,000	27
31.0	Director, Bookstore	\$24,291	\$21,551	\$27,814	24
31.0	Director, Bookstore	\$27,161	\$23,515	\$29,647	14
32.0	Director, Campus Security	\$27,148	\$23,764	\$33,865	24
33.0	Director, Information Systems	\$41,000	\$38,991	\$46,748	10
34.0	Director, News Bureau	\$24,800	\$22,646	\$28,400	13
35.0	Director, Auxiliary Services	\$31,188	\$29,000	\$40,945	11
36.0	Director, Admissions	\$33,193	\$31,894	\$37,547	26
37.0	Director, Foreign Students	\$27,600	\$24,866	\$29,559	9
38.0	Director, International Studies Education	\$27,886	\$26,000	\$31,309	5
39.0	Director, Student Financial Aid	\$29,066	\$25,428	\$32,370	28
40.0	Director, Student Placement	\$29,331	\$25,639	\$33,684	28
41.0	Director, Student Counseling	\$34,147	\$29,090	\$35,849	24
42.0	Director, Student Union	\$27,995	\$23,000	\$33,200	18
43.0	Director, Student Health Services (Physician Administrator)	\$47,070	\$42,191	\$51,876	15
44.0	Director, Student Health Services (Nurse Administrator)	\$23,276	\$22,193	\$28,025	9
45.0	Director, Student Housing	\$27,095	\$22,980	\$33,150	20
46.0	Director, Athletics	\$35,650	\$31,666	\$40,945	21
48.0	Director, Athletics/Women	\$24,359	\$22,861	\$27,416	7
49.0	Director, Campus Recreation/Intramurals	\$24,011	\$20,120	\$27,623	15
50.0	Director, Alumni Affairs	\$24,782	\$22,628	\$29,928	24
51.0	Director, Information Office	\$25,428	\$23,705	\$28,956	8
54.0	Director, Publications	\$26,299	\$23,385	\$28,400	14
57.0	Chief Development and Public Relations Officer	\$39,807	\$30,246	\$49,056	7
61.0	Director, Development and Alumni Affairs	\$43,600	\$33,193	\$37,985	5
65.0	Dean, Arts and Sciences	\$45,730	\$44,577	\$49,759	20
66.0	Dean, Business	\$48,000	\$45,516	\$56,080	18
68.0	Dean, Continuing Education	\$40,939	\$36,069	\$45,587	20
70.0	Dean, Education	\$45,823	\$44,602	\$51,558	21
71.0	Dean, Engineering	\$56,080	\$49,759	\$60,610	5
74.0	Dean, Fine Arts	\$49,759	\$48,064	\$49,759	5
75.0	Dean, Graduate Programs	\$45,516	\$40,884	\$51,500	15
76.0	Dean, Health Related Professions	\$49,520	\$47,917	\$58,500	6
85.0	Dean, Nursing	\$44,232	\$39,000	\$52,000	8
86.0	Dean, Occupation Studies/Vocational Education/Technology	\$47,675	\$43,900	\$48,053	5
89.0	Dean, Sciences	\$45,226	\$44,232	\$49,759	6
90.0	Dean, Social Sciences	\$49,000	\$39,749	\$49,759	5
91.0	Dean, Social Work	\$51,205	\$40,983	\$51,558	5

Table 28

PUBLIC 4-YEAR COLLEGES WITH ENROLLMENTS 2,499 OR LESS

MEASURE: Salary. CLASSIFICATION(S): 4-year College. SOURCE(S) OF SUPPORT: Public. FTE-ENROLLMENT RANGE: 2,499 or less.
1982/83 BUDGET RANGE: Not specified. CASES SELECTED: 43.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	\$52,500	\$48,120	\$56,351	43
3.0	Executive Vice President	\$41,731	\$39,000	\$43,009	9
4.0	Chief Academic Officer	\$43,000	\$40,250	\$47,500	37
5.0	Chief Business Officer	\$37,276	\$33,655	\$41,952	43
6.0	Chief Student Affairs Officer	\$33,800	\$29,222	\$36,072	42
7.0	Chief Development Officer	\$35,165	\$29,500	\$41,894	13
8.0	Chief Public Relations Officer	\$24,232	\$20,057	\$27,855	23
10.0	Chief Personnel/Human Resources Officer	\$24,248	\$20,592	\$28,792	15
12.0	Chief Budgeting Officer	\$25,050	\$23,870	\$28,756	8
14.0	Registrar	\$26,336	\$23,267	\$29,750	38
16.0	Director, Learning Resources Center	\$27,096	\$19,931	\$30,825	16
17.0	Director, Library Services	\$27,923	\$25,400	\$32,171	36
18.0	Director, Computer Center	\$27,255	\$22,536	\$31,800	34
19.0	Director, Educational Media Services	\$20,481	\$18,600	\$23,970	17
20.0	Director, Institutional Research	\$30,056	\$27,525	\$35,229	11
22.0	Administrator, Grants and Contracts	\$25,230	\$23,412	\$33,252	6
25.0	Comptroller	\$28,573	\$21,237	\$33,378	16
26.0	Director, Internal Audit	\$22,316	\$21,432	\$22,360	5
27.0	Bursar	\$18,700	\$16,680	\$21,161	8
28.0	Director, Food Services	\$21,489	\$20,524	\$23,428	9
29.0	Chief Physical Plant/Facilities Management Officer	\$27,700	\$23,483	\$31,875	37
30.0	Director, Purchasing	\$20,028	\$18,009	\$24,000	20
31.0	Director, Bookstore	\$15,950	\$14,366	\$19,597	28
32.0	Director, Campus Security	\$19,752	\$15,612	\$22,925	24
35.0	Director, Auxiliary Services	\$24,039	\$19,991	\$30,648	9
36.0	Director, Admissions	\$25,296	\$20,950	\$29,467	34
39.0	Director, Student Financial Aid	\$22,674	\$20,242	\$24,768	39
40.0	Director, Student Placement	\$25,788	\$20,839	\$29,850	29
41.0	Director, Student Counseling	\$24,292	\$21,188	\$27,953	21
42.0	Director, Student Union	\$20,664	\$17,311	\$22,800	15
43.0	Director, Student Health Services (Physician Administrator)	\$35,515	\$32,869	\$38,250	9
44.0	Director, Student Health Services (Nurse Administrator)	\$14,654	\$12,844	\$20,719	18
45.0	Director, Student Housing	\$20,292	\$17,472	\$24,969	17
46.0	Director, Athletics	\$29,800	\$22,920	\$33,306	31
49.0	Director, Campus Recreation/Intramurals	\$18,691	\$14,700	\$18,955	8
50.0	Director, Alumni Affairs	\$19,744	\$18,671	\$24,000	13
51.0	Director, Information Office	\$18,921	\$18,200	\$26,500	11
52.0	Director, Community Services	\$28,728	\$28,000	\$30,192	6
58.0	Director, Personnel and Affirmative Action	\$23,326	\$20,381	\$27,750	12
65.0	Dean, Arts and Sciences	\$38,050	\$36,218	\$42,182	9
66.0	Dean, Business	\$33,306	\$28,312	\$37,950	19
68.0	Dean, Continuing Education	\$28,266	\$24,408	\$37,375	15
70.0	Dean, Education	\$32,473	\$30,000	\$36,618	22
74.0	Dean, Fine Arts	\$27,857	\$23,508	\$28,920	8
75.0	Dean, Graduate Programs	\$34,154	\$33,800	\$37,200	5
78.0	Dean, Humanities	\$30,016	\$25,856	\$36,563	9
85.0	Dean, Nursing	\$34,765	\$32,000	\$36,812	7
86.0	Dean, Occupation Studies/Vocational Education/Technology	\$30,624	\$30,447	\$35,371	5
89.0	Dean, Sciences	\$30,004	\$26,496	\$34,000	15
90.0	Dean, Social Sciences	\$29,400	\$26,560	\$31,560	13

Table 29
PUBLIC 4-YEAR COLLEGES WITH ENROLLMENTS 2,500-4,999

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 2,500 thru 4,999.
1982/83 BUDGET RANGE: Not specified. **CASES SELECTED:** 47.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	\$55,000	\$50,000	\$62,094	44
3.0	Executive Vice President	\$45,000	\$36,459	\$49,884	7
4.0	Chief Academic Officer	\$48,000	\$42,600	\$52,068	45
5.0	Chief Business Officer	\$43,725	\$36,912	\$48,494	47
6.0	Chief Student Affairs Officer	\$39,552	\$36,000	\$43,400	44
7.0	Chief Development Officer	\$33,324	\$25,920	\$39,257	19
8.0	Chief Public Relations Officer	\$26,116	\$22,785	\$34,080	22
9.0	Chief Planning Officer	\$41,870	\$29,484	\$44,000	8
10.0	Chief Personnel/Human Resources Officer	\$25,050	\$21,780	\$30,837	34
12.0	Chief Budgeting Officer	\$30,877	\$25,764	\$34,700	22
14.0	Registrar	\$28,640	\$24,010	\$33,215	44
16.0	Director, Learning Resources Center	\$24,875	\$21,480	\$30,800	18
17.0	Director, Library Services	\$33,000	\$29,700	\$40,487	42
18.0	Director, Computer Center	\$33,407	\$30,056	\$37,429	41
19.0	Director, Educational Media Services	\$23,705	\$21,654	\$27,894	21
20.0	Director, Institutional Research	\$26,860	\$23,106	\$34,766	19
22.0	Administrator, Grants and Contracts	\$24,782	\$20,000	\$30,404	7
23.0	Director, Affirmative Action/Equal Employment	\$27,295	\$22,200	\$32,000	16
25.0	Comptroller	\$28,806	\$25,900	\$32,089	18
26.0	Director, Internal Audit	\$25,000	\$18,999	\$29,640	7
27.0	Bursar	\$17,250	\$15,239	\$20,775	12
28.0	Director, Food Services	\$20,592	\$15,520	\$26,115	8
29.0	Chief Physical Plant/Facilities Management Officer	\$31,586	\$27,894	\$34,500	41
30.0	Director, Purchasing	\$23,276	\$16,500	\$25,600	35
31.0	Director, Bookstore	\$17,721	\$15,000	\$20,400	27
32.0	Director, Campus Security	\$22,194	\$17,390	\$24,879	35
34.0	Director, News Bureau	\$15,450	\$13,500	\$20,550	8
35.0	Director, Auxiliary Services	\$25,700	\$23,064	\$30,000	13
36.0	Director, Admissions	\$28,823	\$26,230	\$32,118	37
39.0	Director, Student Financial Aid	\$24,840	\$22,316	\$28,000	47
40.0	Director, Student Placement	\$25,460	\$22,272	\$28,181	39
41.0	Director, Student Counseling	\$26,000	\$22,000	\$30,084	35
42.0	Director, Student Union	\$24,748	\$20,900	\$27,799	24
43.0	Director, Student Health Services (Physician Administrator)	\$30,520	\$23,832	\$44,964	16
44.0	Director, Student Health Services (Nurse Administrator)	\$17,125	\$13,489	\$20,139	21
45.0	Director, Student Housing	\$24,179	\$20,040	\$27,392	32
46.0	Director, Athletics	\$30,252	\$27,422	\$35,849	38
49.0	Director, Campus Recreation/Intramurals	\$19,927	\$16,500	\$23,106	20
50.0	Director, Alumni Affairs	\$20,157	\$17,340	\$22,020	23
51.0	Director, Information Office	\$21,465	\$17,885	\$24,444	14
52.0	Director, Community Services	\$28,050	\$27,057	\$38,136	6
54.0	Director, Publications	\$18,588	\$17,902	\$23,568	7
57.0	Chief Development and Public Relations Officer	\$34,940	\$33,999	\$37,576	8
58.0	Director, Personnel and Affirmative Action	\$24,800	\$21,000	\$30,781	8
64.0	Dean, Arts and Letters	\$30,480	\$29,538	\$37,000	9
65.0	Dean, Arts and Sciences	\$45,200	\$41,075	\$47,800	18
66.0	Dean, Business	\$43,600	\$35,000	\$47,826	28
68.0	Dean, Continuing Education	\$36,834	\$25,000	\$42,350	27
70.0	Dean, Education	\$42,129	\$36,952	\$45,516	30
74.0	Dean, Fine Arts	\$32,310	\$28,045	\$43,872	7
75.0	Dean, Graduate Programs	\$41,184	\$36,459	\$46,625	17
76.0	Dean, Health Related Professions	\$37,300	\$22,872	\$45,516	6
78.0	Dean, Humanities	\$32,256	\$29,628	\$35,900	8
82.0	Dean, Mathematics	\$27,000	\$22,544	\$29,335	7
85.0	Dean, Nursing	\$32,940	\$27,530	\$40,939	14
86.0	Dean, Occupation Studies/Vocational Education/Technology	\$32,016	\$28,400	\$38,300	8
89.0	Dean, Sciences	\$32,634	\$31,022	\$38,950	13
90.0	Dean, Social Sciences	\$31,788	\$22,820	\$38,300	11
92.0	Dean, Special Programs	\$31,000	\$28,000	\$34,200	5

Table 30
PUBLIC 4-YEAR COLLEGES WITH ENROLLMENTS 5,000 OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 5,000 or more.
1982/83 BUDGET RANGE: Not specified. **CASES SELECTED:** 26.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	\$61,500	\$55,403	\$64,941	26
3.0	Executive Vice President	\$51,974	\$48,668	\$59,605	6
4.0	Chief Academic Officer	\$52,000	\$48,770	\$55,110	25
5.0	Chief Business Officer	\$52,000	\$47,080	\$55,195	25
6.0	Chief Student Affairs Officer	\$46,976	\$44,206	\$48,200	26
7.0	Chief Development Officer	\$42,800	\$38,214	\$52,000	11
8.0	Chief Public Relations Officer	\$31,666	\$28,988	\$38,355	14
9.0	Chief Planning Officer	\$39,153	\$34,845	\$53,556	8
10.0	Chief Personnel/Human Resources Officer	\$34,731	\$31,468	\$42,897	22
12.0	Chief Budgeting Officer	\$38,541	\$32,568	\$42,739	19
13.0	Director, Legal Services	\$42,992	\$33,193	\$43,508	5
14.0	Registrar	\$35,377	\$31,974	\$38,991	25
16.0	Director, Learning Resources Center	\$32,340	\$29,033	\$34,726	13
17.0	Director, Library Services	\$42,360	\$38,572	\$45,111	25
18.0	Director, Computer Center	\$38,500	\$36,069	\$42,699	20
19.0	Director, Educational Media Services	\$34,156	\$30,258	\$37,137	15
20.0	Director, Institutional Research	\$37,350	\$30,147	\$41,193	19
22.0	Administrator, Grants and Contracts	\$33,684	\$26,925	\$35,849	18
23.0	Director, Affirmative Action/Equal Employment	\$33,193	\$23,309	\$37,887	18
25.0	Comptroller	\$36,750	\$30,768	\$42,992	15
27.0	Bursar	\$28,000	\$21,379	\$36,108	14
28.0	Director, Food Services	\$31,644	\$28,400	\$32,450	5
29.0	Chief Physical Plant/Facilities Management Officer	\$33,798	\$31,016	\$40,000	23
30.0	Director, Purchasing	\$24,473	\$22,206	\$27,814	21
31.0	Director, Bookstore	\$27,161	\$23,515	\$29,647	11
32.0	Director, Campus Security	\$27,148	\$23,764	\$33,865	21
33.0	Director, Information Systems	\$41,000	\$38,991	\$45,500	9
34.0	Director, News Bureau	\$24,800	\$22,341	\$28,400	9
35.0	Director, Auxiliary Services	\$31,188	\$29,000	\$40,945	11
36.0	Director, Admissions	\$33,193	\$31,894	\$37,547	22
37.0	Director, Foreign Students	\$25,720	\$24,534	\$29,559	7
39.0	Director, Student Financial Aid	\$29,066	\$25,468	\$32,370	24
40.0	Director, Student Placement	\$29,331	\$25,935	\$34,653	24
41.0	Director, Student Counseling	\$34,634	\$29,940	\$36,919	21
42.0	Director, Student Union	\$29,966	\$25,720	\$33,200	17
43.0	Director, Student Health Services (Physician Administrator)	\$46,500	\$42,191	\$50,590	14
44.0	Director, Student Health Services (Nurse Administrator)	\$27,901	\$22,367	\$29,090	7
45.0	Director, Student Housing	\$27,095	\$22,752	\$33,150	16
46.0	Director, Athletics	\$38,282	\$31,666	\$40,945	17
48.0	Director, Athletics/Women	\$24,359	\$22,861	\$27,416	7
49.0	Director, Campus Recreation/Intramurals	\$24,011	\$22,864	\$24,901	13
50.0	Director, Alumni Affairs	\$24,782	\$22,628	\$26,780	21
51.0	Director, Information Office	\$25,428	\$23,705	\$28,956	8
54.0	Director, Publications	\$26,936	\$23,385	\$28,400	12
57.0	Chief Development and Public Relations Officer	\$34,766	\$30,246	\$39,807	5
65.0	Dean, Arts and Sciences	\$45,730	\$45,516	\$49,759	18
66.0	Dean, Business	\$46,527	\$45,516	\$50,000	14
68.0	Dean, Continuing Education	\$40,939	\$36,621	\$45,587	18
70.0	Dean, Education	\$45,823	\$44,602	\$51,558	19
74.0	Dean, Fine Arts	\$49,759	\$48,064	\$49,759	5
75.0	Dean, Graduate Programs	\$45,516	\$44,650	\$51,500	14
76.0	Dean, Health Related Professions	\$49,520	\$47,917	\$58,500	6
85.0	Dean, Nursing	\$44,232	\$39,000	\$52,000	7
86.0	Dean, Occupation Studies/Vocational Education/Technology	\$47,675	\$43,900	\$48,053	5
89.0	Dean, Sciences	\$45,226	\$44,232	\$49,759	6
90.0	Dean, Social Sciences	\$49,000	\$39,749	\$49,759	5
91.0	Dean, Social Work	\$51,205	\$40,983	\$51,558	5

Table 31

PRIVATE 4-YEAR COLLEGES WITH ENROLLMENTS 499 OR LESS

MEASURE: Salary. CLASSIFICATION(S): 4-year College. SOURCE(S) OF SUPPORT: All Private. FTE-ENROLLMENT RANGE: 499 or less.
1982/83 BUDGET RANGE: Not specified. CASES SELECTED: 59.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	\$39,500	\$33,000	\$47,500	54
3.0	Executive Vice President	\$30,035	\$22,700	\$35,525	15
4.0	Chief Academic Officer	\$28,424	\$25,000	\$34,500	52
5.0	Chief Business Officer	\$27,400	\$22,340	\$32,000	50
6.0	Chief Student Affairs Officer	\$23,300	\$18,250	\$27,000	48
7.0	Chief Development Officer	\$26,300	\$23,000	\$31,800	47
8.0	Chief Public Relations Officer	\$16,734	\$13,780	\$20,544	33
10.0	Chief Personnel/Human Resources Officer	\$15,000	\$15,000	\$19,380	5
14.0	Registrar	\$16,897	\$13,451	\$19,450	52
16.0	Director, Learning Resources Center	\$16,947	\$15,750	\$20,325	14
17.0	Director, Library Services	\$17,640	\$15,750	\$19,943	48
18.0	Director, Computer Center	\$17,000	\$12,494	\$23,800	13
19.0	Director, Educational Media Services	\$16,817	\$12,310	\$18,000	9
24.0	Chaplain	\$15,000	\$11,127	\$19,700	15
25.0	Comptroller	\$18,522	\$17,200	\$20,500	12
28.0	Director, Food Services	\$15,660	\$13,500	\$18,725	12
29.0	Chief Physical Plant/Facilities Management Officer	\$19,926	\$16,900	\$23,433	26
31.0	Director, Bookstore	\$10,860	\$9,070	\$13,892	33
32.0	Director, Campus Security	\$12,000	\$10,165	\$14,715	15
36.0	Director, Admissions	\$21,600	\$17,900	\$26,550	48
39.0	Director, Student Financial Aid	\$16,200	\$15,000	\$19,080	44
40.0	Director, Student Placement	\$15,660	\$14,000	\$18,000	17
41.0	Director, Student Counseling	\$15,805	\$14,550	\$18,000	13
44.0	Director, Student Health Services (Nurse Administrator)	\$10,595	\$7,020	\$12,700	18
45.0	Director, Student Housing	\$14,300	\$12,000	\$15,270	13
46.0	Director, Athletics	\$17,400	\$14,150	\$18,937	27
49.0	Director, Campus Recreation/Intramurals	\$12,000	\$11,550	\$18,257	5
50.0	Director, Alumni Affairs	\$16,000	\$13,626	\$17,400	25
51.0	Director, Information Office	\$16,000	\$12,960	\$16,200	5
54.0	Director, Publications	\$13,800	\$13,362	\$23,000	6
57.0	Chief Development and Public Relations Officer	\$23,490	\$18,000	\$30,000	6
68.0	Dean, Continuing Education	\$15,718	\$12,840	\$23,500	6
75.0	Dean, Graduate Programs	\$23,250	\$19,950	\$30,500	6

Table 32
PRIVATE 4-YEAR COLLEGES WITH ENROLLMENTS 500-999

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** All Private. **FTE-ENROLLMENT RANGE:** 500 thru 999.
1982/83 BUDGET RANGE: Not specified. **CASES SELECTED:** 133.

FOS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	\$48,000	\$41,000	\$56,000	124
3.0	Executive Vice President	\$37,450	\$34,000	\$42,525	20
4.0	Chief Academic Officer	\$35,000	\$30,610	\$39,397	123
5.0	Chief Business Officer	\$33,200	\$29,000	\$38,200	127
6.0	Chief Student Affairs Officer	\$26,000	\$23,119	\$30,000	123
7.0	Chief Development Officer	\$32,000	\$27,500	\$36,000	112
8.0	Chief Public Relations Officer	\$20,000	\$17,000	\$23,000	85
9.0	Chief Planning Officer	\$30,305	\$21,196	\$32,500	13
10.0	Chief Personnel/Human Resources Officer	\$17,246	\$15,360	\$20,282	18
12.0	Chief Budgeting Officer	\$24,300	\$22,529	\$26,648	9
14.0	Registrar	\$19,800	\$17,464	\$23,000	123
15.0	Director, Church Relations	\$16,050	\$14,500	\$20,000	16
16.0	Director, Learning Resources Center	\$18,203	\$14,445	\$21,000	33
17.0	Director, Library Services	\$21,900	\$19,100	\$24,416	118
18.0	Director, Computer Center	\$21,500	\$18,500	\$27,000	72
19.0	Director, Educational Media Services	\$15,000	\$12,000	\$17,000	32
20.0	Director, Institutional Research	\$19,500	\$18,000	\$25,353	17
21.0	Director, Special and Deferred Gifts	\$21,000	\$18,500	\$27,500	8
22.0	Administrator, Grants and Contracts	\$22,130	\$19,151	\$23,388	12
24.0	Chaplain	\$16,000	\$11,550	\$19,978	60
25.0	Comptroller	\$22,500	\$19,000	\$28,000	64
27.0	Bursar	\$17,400	\$14,000	\$18,800	18
28.0	Director, Food Services	\$22,140	\$18,500	\$25,680	26
29.0	Chief Physical Plant/Facilities Management Officer	\$23,412	\$19,863	\$27,800	86
30.0	Director, Purchasing	\$15,739	\$12,600	\$17,238	19
31.0	Director, Bookstore	\$12,812	\$11,000	\$14,810	92
32.0	Director, Campus Security	\$15,337	\$12,700	\$18,000	47
33.0	Director, Information Systems	\$19,075	\$18,500	\$27,000	6
34.0	Director, News Bureau	\$15,422	\$12,786	\$18,400	24
35.0	Director, Auxiliary Services	\$19,300	\$16,800	\$27,000	8
36.0	Director, Admissions	\$23,370	\$20,000	\$28,250	116
38.0	Director, International Studies Education	\$23,500	\$22,000	\$25,000	5
39.0	Director, Student Financial Aid	\$17,215	\$15,660	\$20,500	123
40.0	Director, Student Placement	\$16,690	\$15,000	\$19,950	82
41.0	Director, Student Counseling	\$17,000	\$15,200	\$19,926	58
42.0	Director, Student Union	\$16,000	\$11,200	\$20,117	16
43.0	Director, Student Health Services (Physician Administrator)	\$14,560	\$10,524	\$25,118	14
44.0	Director, Student Health Services (Nurse Administrator)	\$12,292	\$9,680	\$14,206	69
45.0	Director, Student Housing	\$15,120	\$13,525	\$17,698	66
46.0	Director, Athletics	\$22,750	\$17,820	\$26,500	76
47.0	Director, Athletics/Men	\$21,550	\$15,175	\$23,300	9
48.0	Director, Athletics/Women	\$16,850	\$14,100	\$19,000	15
49.0	Director, Campus Recreation/Intramurals	\$10,469	\$8,700	\$13,200	11
50.0	Director, Alumni Affairs	\$17,800	\$15,000	\$20,880	90
51.0	Director, Information Office	\$16,120	\$13,500	\$19,500	12
52.0	Director, Community Services	\$18,360	\$13,000	\$22,500	12
54.0	Director, Publications	\$18,000	\$15,300	\$19,500	24
57.0	Chief Development and Public Relations Officer	\$33,170	\$22,665	\$36,000	12
58.0	Director, Personnel and Affirmative Action	\$16,000	\$14,838	\$18,000	11
59.0	Director, Admissions and Financial Aid	\$28,000	\$23,000	\$33,100	9
61.0	Director, Development and Alumni Affairs	\$24,000	\$19,000	\$32,000	6
65.0	Dean, Arts and Sciences	\$28,000	\$27,725	\$34,000	5
66.0	Dean, Business	\$23,000	\$19,671	\$25,343	12
68.0	Dean, Continuing Education	\$23,520	\$19,000	\$28,394	33
70.0	Dean, Education	\$23,560	\$20,800	\$28,753	15
74.0	Dean, Fine Arts	\$26,354	\$17,335	\$28,750	10
75.0	Dean, Graduate Programs	\$24,499	\$22,684	\$31,020	11
78.0	Dean, Humanities	\$21,200	\$18,829	\$23,440	13
82.0	Dean, Mathematics	\$19,650	\$18,775	\$20,000	5
84.0	Dean, Music	\$25,050	\$20,225	\$33,900	6
85.0	Dean, Nursing	\$30,000	\$24,610	\$32,445	14
89.0	Dean, Sciences	\$22,840	\$21,070	\$24,950	13
90.0	Dean, Social Sciences	\$18,296	\$15,900	\$23,980	14
92.0	Dean, Special Programs	\$19,795	\$18,150	\$24,710	7

Table 33
PRIVATE 4-YEAR COLLEGES WITH ENROLLMENTS 1,000-2,499

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** All Private. **FTE-ENROLLMENT RANGE:** 1,000 thru 2,499.
1982/83 BUDGET RANGE: Not specified. **CASES SELECTED:** 156.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	\$60,000	\$50,000	\$70,000	148
3.0	Executive Vice President	\$41,000	\$35,000	\$48,500	26
4.0	Chief Academic Officer	\$42,800	\$37,000	\$48,400	152
5.0	Chief Business Officer	\$40,250	\$34,000	\$47,500	145
6.0	Chief Student Affairs Officer	\$32,500	\$29,000	\$37,000	148
7.0	Chief Development Officer	\$38,500	\$32,530	\$44,400	131
8.0	Chief Public Relations Officer	\$24,808	\$21,400	\$29,000	86
9.0	Chief Planning Officer	\$33,000	\$31,400	\$36,000	12
10.0	Chief Personnel/Human Resources Officer	\$24,800	\$22,099	\$30,112	65
11.0	Chief Health Professions Officer	\$29,565	\$17,386	\$33,533	9
12.0	Chief Budgeting Officer	\$33,000	\$30,370	\$38,100	14
14.0	Registrar	\$24,695	\$21,050	\$28,302	150
15.0	Director, Church Relations	\$21,800	\$16,630	\$26,700	26
16.0	Director, Learning Resources Center	\$21,700	\$18,900	\$23,850	34
17.0	Director, Library Services	\$27,000	\$23,500	\$33,000	142
18.0	Director, Computer Center	\$27,993	\$23,301	\$32,720	108
19.0	Director, Educational Media Services	\$19,000	\$16,508	\$21,961	56
20.0	Director, Institutional Research	\$24,033	\$19,000	\$30,100	27
21.0	Director, Special and Deferred Gifts	\$27,000	\$24,000	\$31,400	24
22.0	Administrator, Grants and Contracts	\$25,000	\$22,950	\$32,300	22
23.0	Director, Affirmative Action/Equal Employment	\$21,000	\$12,600	\$23,928	10
24.0	Chaplain	\$20,860	\$16,000	\$26,000	82
25.0	Comptroller	\$28,350	\$24,300	\$34,000	124
26.0	Director, Internal Audit	\$22,400	\$16,000	\$24,300	8
27.0	Bursar	\$18,500	\$15,600	\$23,268	29
28.0	Director, Food Services	\$26,123	\$21,716	\$30,000	54
29.0	Chief Physical Plant/Facilities Management Officer	\$28,000	\$24,372	\$33,500	127
30.0	Director, Purchasing	\$21,200	\$17,496	\$25,600	62
31.0	Director, Bookstore	\$16,925	\$14,000	\$21,000	112
32.0	Director, Campus Security	\$18,990	\$15,500	\$22,500	93
33.0	Director, Information Systems	\$25,704	\$18,751	\$31,500	15
34.0	Director, News Bureau	\$18,300	\$16,375	\$22,400	31
35.0	Director, Auxiliary Services	\$23,500	\$19,200	\$30,000	27
36.0	Director, Admissions	\$29,280	\$25,331	\$34,400	142
37.0	Director, Foreign Students	\$22,754	\$17,100	\$27,374	19
38.0	Director, International Studies Education	\$23,879	\$22,045	\$31,700	14
39.0	Director, Student Financial Aid	\$23,325	\$19,977	\$26,250	146
40.0	Director, Student Placement	\$20,844	\$17,227	\$23,690	135
41.0	Director, Student Counseling	\$22,000	\$18,800	\$27,250	95
42.0	Director, Student Union	\$19,450	\$15,717	\$23,600	49
43.0	Director, Student Health Services (Physician Administrator)	\$35,200	\$24,650	\$48,590	30
44.0	Director, Student Health Services (Nurse Administrator)	\$15,135	\$13,058	\$17,280	88
45.0	Director, Student Housing	\$17,850	\$14,963	\$20,800	114
46.0	Director, Athletics	\$28,200	\$23,833	\$32,570	99
47.0	Director, Athletics/Men	\$27,450	\$24,000	\$33,700	20
48.0	Director, Athletics/Women	\$18,088	\$16,000	\$23,100	32
49.0	Director, Campus Recreation/Intramurals	\$15,550	\$12,300	\$23,000	28
50.0	Director, Alumni Affairs	\$22,000	\$18,300	\$26,000	124
51.0	Director, Information Office	\$21,730	\$17,985	\$26,100	50
52.0	Director, Community Services	\$21,600	\$20,500	\$27,505	11
54.0	Director, Publications	\$21,504	\$17,600	\$27,065	46
56.0	Chief Planning and Budget Officer	\$36,000	\$34,790	\$42,000	6
57.0	Chief Development and Public Relations Officer	\$37,800	\$31,500	\$53,800	19
58.0	Director, Personnel and Affirmative Action	\$22,500	\$19,000	\$32,800	22
59.0	Director, Admissions and Financial Aid	\$32,000	\$29,500	\$40,000	13
61.0	Director, Development and Alumni Affairs	\$28,318	\$25,000	\$38,725	7
65.0	Dean, Arts and Sciences	\$33,966	\$33,100	\$41,000	14
66.0	Dean, Business	\$28,130	\$25,399	\$36,000	25
68.0	Dean, Continuing Education	\$28,700	\$21,000	\$32,190	39
70.0	Dean, Education	\$25,000	\$22,950	\$28,602	22
74.0	Dean, Fine Arts	\$27,726	\$24,250	\$36,200	16
75.0	Dean, Graduate Programs	\$32,175	\$27,500	\$39,000	25
76.0	Dean, Health Related Professions	\$19,688	\$18,900	\$22,607	5
78.0	Dean, Humanities	\$25,434	\$22,000	\$28,780	16
82.0	Dean, Mathematics	\$24,046	\$20,235	\$25,300	7
84.0	Dean, Music	\$23,760	\$18,744	\$27,290	11
85.0	Dean, Nursing	\$30,319	\$27,500	\$36,100	16
89.0	Dean, Sciences	\$26,520	\$22,400	\$29,475	20
90.0	Dean, Social Sciences	\$25,000	\$21,600	\$28,602	19
92.0	Dean, Special Programs	\$29,550	\$25,318	\$33,100	9
93.0	Dean, Undergraduate Programs	\$33,200	\$33,000	\$40,000	10

Table 34
PRIVATE 4-YEAR COLLEGES WITH ENROLLMENTS 2,500 OR MORE

MEASURE: Salary. CLASSIFICATION(S): 4-year College. SOURCE(S) OF SUPPORT: All Private. FTE-ENROLLMENT RANGE: 2,500 or more.
1982/83 BUDGET RANGE: Not specified. CASES SELECTED: 37.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	\$72,000	\$59,815	\$80,000	31
3.0	Executive Vice President	\$52,500	\$45,500	\$59,981	8
4.0	Chief Academic Officer	\$52,488	\$46,300	\$59,000	30
5.0	Chief Business Officer	\$48,650	\$44,020	\$58,100	35
6.0	Chief Student Affairs Officer	\$38,702	\$35,450	\$47,821	35
7.0	Chief Development Officer	\$43,500	\$36,200	\$53,905	27
8.0	Chief Public Relations Officer	\$29,304	\$25,000	\$32,750	20
10.0	Chief Personnel/Human Resources Officer	\$28,665	\$23,000	\$32,750	21
12.0	Chief Budgeting Officer	\$29,600	\$21,257	\$30,900	8
14.0	Registrar	\$29,000	\$26,000	\$35,418	34
16.0	Director, Learning Resources Center	\$25,200	\$24,850	\$34,000	9
17.0	Director, Library Services	\$34,000	\$29,500	\$35,520	33
18.0	Director, Computer Center	\$36,300	\$31,300	\$39,900	29
19.0	Director, Educational Media Services	\$20,298	\$18,171	\$24,300	13
20.0	Director, Institutional Research	\$27,000	\$24,425	\$33,500	6
21.0	Director, Special and Deferred Gifts	\$24,000	\$21,000	\$29,400	9
22.0	Administrator, Grants and Contracts	\$24,510	\$22,500	\$29,900	6
23.0	Director, Affirmative Action/Equal Employment	\$21,580	\$18,000	\$27,500	14
24.0	Chaplain	\$20,575	\$14,850	\$26,653	6
25.0	Comptroller	\$35,700	\$30,200	\$39,600	31
26.0	Director, Internal Audit	\$21,380	\$19,341	\$24,095	8
27.0	Bursar	\$20,800	\$17,820	\$26,400	16
28.0	Director, Food Services	\$26,850	\$22,500	\$29,040	12
29.0	Chief Physical Plant/Facilities Management Officer	\$34,500	\$30,845	\$38,300	33
30.0	Director, Purchasing	\$23,000	\$19,877	\$26,500	24
31.0	Director, Bookstore	\$18,500	\$14,561	\$25,300	20
32.0	Director, Campus Security	\$23,300	\$19,642	\$25,300	33
33.0	Director, Information Systems	\$35,935	\$33,400	\$44,000	7
34.0	Director, News Bureau	\$22,550	\$16,585	\$25,500	11
35.0	Director, Auxiliary Services	\$30,000	\$22,714	\$35,000	11
36.0	Director, Admissions	\$32,000	\$27,825	\$36,000	34
39.0	Director, Student Financial Aid	\$26,870	\$23,500	\$31,000	35
40.0	Director, Student Placement	\$23,520	\$21,000	\$26,378	34
41.0	Director, Student Counseling	\$27,000	\$20,900	\$30,431	33
42.0	Director, Student Union	\$18,000	\$14,748	\$23,276	15
43.0	Director, Student Health Services (Physician Administrator)	\$28,500	\$15,750	\$45,000	10
44.0	Director, Student Health Services (Nurse Administrator)	\$18,360	\$15,000	\$20,000	19
45.0	Director, Student Housing	\$24,000	\$19,536	\$26,000	29
46.0	Director, Athletics	\$35,000	\$30,143	\$38,700	30
48.0	Director, Athletics/Women	\$20,365	\$16,110	\$21,600	11
49.0	Director, Campus Recreation/Intramurals	\$22,000	\$15,000	\$23,328	12
50.0	Director, Alumni Affairs	\$25,769	\$21,244	\$30,373	29
51.0	Director, Information Office	\$24,786	\$21,350	\$31,000	11
54.0	Director, Publications	\$22,052	\$20,140	\$25,000	15
57.0	Chief Development and Public Relations Officer	\$48,037	\$42,216	\$54,754	8
58.0	Director, Personnel and Affirmative Action	\$33,583	\$30,780	\$35,000	9
61.0	Director, Development and Alumni Affairs	\$31,500	\$28,210	\$38,350	6
64.0	Dean, Arts and Letters	\$38,678	\$28,980	\$40,000	5
65.0	Dean, Arts and Sciences	\$45,655	\$41,600	\$49,500	13
66.0	Dean, Business	\$45,922	\$35,377	\$55,000	18
68.0	Dean, Continuing Education	\$35,044	\$29,700	\$42,760	22
70.0	Dean, Education	\$38,828	\$36,329	\$57,600	7
71.0	Dean, Engineering	\$46,750	\$34,000	\$51,250	6
75.0	Dean, Graduate Programs	\$41,400	\$35,310	\$55,000	14
84.0	Dean, Music	\$43,000	\$25,162	\$52,900	5
85.0	Dean, Nursing	\$38,500	\$37,150	\$39,000	6
89.0	Dean, Sciences	\$39,700	\$36,125	\$41,600	5
93.0	Dean, Undergraduate Programs	\$41,000	\$34,500	\$55,000	8

Table 35
ALL 2-YEAR COLLEGES

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified.
1982/83 BUDGET RANGE: Not specified. **CASES SELECTED:** 453.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	\$56,834	\$49,500	\$62,500	49
2.0	Chief Executive Officer, Single Institution	\$50,000	\$45,000	\$56,244	399
3.0	Executive Vice President	\$46,066	\$40,920	\$51,407	64
4.0	Chief Academic Officer	\$40,000	\$36,000	\$45,000	396
5.0	Chief Business Officer	\$37,433	\$32,667	\$43,543	411
6.0	Chief Student Affairs Officer	\$36,000	\$31,288	\$42,121	399
7.0	Chief Development Officer	\$30,320	\$25,000	\$36,733	95
8.0	Chief Public Relations Officer	\$26,005	\$19,500	\$33,264	167
9.0	Chief Planning Officer	\$37,248	\$31,020	\$43,242	59
10.0	Chief Personnel/Human Resources Officer	\$33,411	\$25,753	\$41,075	127
11.0	Chief Health Professions Officer	\$32,100	\$29,467	\$40,544	26
12.0	Chief Budgeting Officer	\$33,177	\$26,375	\$36,433	67
13.0	Director, Legal Services	\$34,821	\$26,442	\$42,000	12
14.0	Registrar	\$28,000	\$22,243	\$33,912	288
15.0	Director, Church Relations	\$15,089	\$12,000	\$21,600	7
16.0	Director, Learning Resources Center	\$30,202	\$25,434	\$35,986	231
17.0	Director, Library Services	\$27,416	\$22,345	\$33,336	252
18.0	Director, Computer Center	\$30,313	\$25,500	\$35,750	232
19.0	Director, Educational Media Services	\$25,099	\$21,401	\$29,048	121
20.0	Director, Institutional Research	\$29,945	\$25,434	\$34,213	127
21.0	Director, Special and Deferred Gifts	\$28,569	\$27,030	\$38,069	5
22.0	Administrator, Grants and Contracts	\$28,400	\$23,600	\$33,515	57
23.0	Director, Affirmative Action/Equal Employment	\$29,150	\$25,070	\$34,228	42
24.0	Chaplain	\$16,872	\$12,000	\$20,520	9
25.0	Comptroller	\$29,746	\$24,000	\$35,476	168
26.0	Director, Internal Audit	\$28,789	\$24,550	\$31,812	36
27.0	Bursar	\$22,000	\$17,433	\$25,784	44
28.0	Director, Food Services	\$19,962	\$14,000	\$25,779	68
29.0	Chief Physical Plant/Facilities Management Officer	\$29,713	\$24,050	\$35,501	236
30.0	Director, Purchasing	\$25,008	\$20,492	\$30,951	138
31.0	Director, Bookstore	\$17,500	\$13,749	\$22,693	204
32.0	Director, Campus Security	\$21,733	\$17,390	\$26,892	118
33.0	Director, Information Systems	\$34,478	\$28,600	\$41,000	39
34.0	Director, News Bureau	\$21,195	\$16,000	\$24,728	18
35.0	Director, Auxiliary Services	\$26,500	\$21,000	\$33,500	46
36.0	Director, Admissions	\$27,308	\$23,551	\$32,960	206
37.0	Director, Foreign Students	\$20,423	\$15,000	\$25,680	6
38.0	Director, International Studies Education	\$32,849	\$29,656	\$33,700	6
39.0	Director, Student Financial Aid	\$25,338	\$20,995	\$30,700	307
40.0	Director, Student Placement	\$24,064	\$20,742	\$28,200	132
41.0	Director, Student Counseling	\$29,413	\$24,528	\$34,355	210
42.0	Director, Student Union	\$24,024	\$20,000	\$31,600	42
43.0	Director, Student Health Services (Physician Administrator)	\$31,928	\$20,000	\$48,104	9
44.0	Director, Student Health Services (Nurse Administrator)	\$19,656	\$14,870	\$25,037	82
45.0	Director, Student Housing	\$17,430	\$13,606	\$22,720	37
46.0	Director, Athletics	\$29,175	\$24,000	\$34,817	171
47.0	Director, Athletics/Men	\$22,700	\$18,400	\$31,003	9
48.0	Director, Athletics/Women	\$22,350	\$16,286	\$29,256	14
49.0	Director, Campus Recreation/Intramurals	\$24,274	\$18,040	\$32,394	27
50.0	Director, Alumni Affairs	\$15,688	\$14,000	\$21,069	33
51.0	Director, Information Office	\$23,360	\$19,992	\$27,500	80
52.0	Director, Community Services	\$30,738	\$25,333	\$35,372	165
54.0	Director, Publications	\$22,023	\$20,000	\$27,025	15
55.0	Director, Risk Management and Insurance	\$25,529	\$20,140	\$28,194	11
56.0	Chief Planning and Budget Officer	\$38,000	\$36,864	\$43,070	6
57.0	Chief Development and Public Relations Officer	\$34,629	\$30,122	\$38,046	17
58.0	Director, Personnel and Affirmative Action	\$26,160	\$21,313	\$32,000	70
59.0	Director, Admissions and Financial Aid	\$27,042	\$23,200	\$29,000	33
61.0	Director, Development and Alumni Affairs	\$26,203	\$24,761	\$33,954	12
63.0	Dean, Agriculture	\$31,306	\$23,000	\$40,450	14
64.0	Dean, Arts and Letters	\$33,000	\$30,100	\$38,729	30
65.0	Dean, Arts and Sciences	\$33,819	\$30,905	\$39,444	56
66.0	Dean, Business	\$33,686	\$29,500	\$37,788	146
67.0	Dean, Communications	\$32,249	\$27,900	\$35,950	40
68.0	Dean, Continuing Education	\$33,189	\$28,400	\$39,914	171
69.0	Dean, Dentistry	\$31,075	\$24,500	\$35,295	7
70.0	Dean, Education	\$31,567	\$27,383	\$41,764	14
71.0	Dean, Engineering	\$34,212	\$31,053	\$37,156	40
72.0	Dean, Experimental Programs	\$33,900	\$32,231	\$43,658	7
73.0	Dean, Extension	\$33,571	\$27,770	\$38,933	25
74.0	Dean, Fine Arts	\$35,977	\$26,280	\$39,149	22
76.0	Dean, Health Related Professions	\$34,793	\$31,065	\$38,184	73
78.0	Dean, Humanities	\$33,225	\$29,100	\$37,336	83
79.0	Dean, Instruction	\$42,500	\$36,806	\$44,665	29
81.0	Dean, Library and Information Sciences	\$32,877	\$28,687	\$43,260	10
82.0	Dean, Mathematics	\$34,600	\$30,174	\$39,400	50
85.0	Dean, Nursing	\$31,250	\$27,000	\$35,823	71
86.0	Dean, Occupation Studies/Vocational Education/Technology	\$36,686	\$31,850	\$41,436	150
89.0	Dean, Sciences	\$32,729	\$28,469	\$37,300	87
90.0	Dean, Social Sciences	\$33,698	\$29,582	\$37,206	102
92.0	Dean, Special Programs	\$30,535	\$26,780	\$35,241	37
93.0	Dean, Undergraduate Programs	\$33,122	\$30,600	\$36,234	9

Table 36
2-YEAR COLLEGES WITH ENROLLMENTS 499 OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 499 or less.
1982/83 BUDGET RANGE: Not specified. **CASES SELECTED:** 45.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	\$37,623	\$32,600	\$43,930	42
4.0	Chief Academic Officer	\$28,320	\$25,000	\$34,760	37
5.0	Chief Business Officer	\$24,837	\$22,004	\$28,032	34
6.0	Chief Student Affairs Officer	\$24,288	\$19,908	\$29,900	37
7.0	Chief Development Officer	\$23,861	\$20,000	\$26,735	16
8.0	Chief Public Relations Officer	\$14,000	\$10,000	\$19,100	11
14.0	Registrar	\$17,000	\$13,266	\$23,200	20
15.0	Director, Church Relations	\$15,000	\$12,000	\$15,615	6
16.0	Director, Learning Resources Center	\$17,500	\$10,788	\$19,740	10
17.0	Director, Library Services	\$18,750	\$15,000	\$19,800	27
18.0	Director, Computer Center	\$20,506	\$18,000	\$24,000	6
24.0	Chaplain	\$19,500	\$12,000	\$21,585	7
25.0	Comptroller	\$18,000	\$15,942	\$21,254	6
28.0	Director, Food Services	\$9,929	\$9,000	\$16,875	9
29.0	Chief Physical Plant/Facilities Management Officer	\$14,161	\$12,000	\$17,000	12
31.0	Director, Bookstore	\$9,756	\$8,043	\$12,000	17
32.0	Director, Campus Security	\$12,000	\$9,434	\$12,392	6
36.0	Director, Admissions	\$20,000	\$16,665	\$23,200	21
39.0	Director, Student Financial Aid	\$15,072	\$13,000	\$18,500	15
41.0	Director, Student Counseling	\$16,000	\$14,500	\$23,112	10
44.0	Director, Student Health Services (Nurse Administrator)	\$10,800	\$10,500	\$12,000	5
46.0	Director, Athletics	\$16,500	\$14,355	\$18,503	16
50.0	Director, Alumni Affairs	\$15,500	\$14,000	\$17,500	10
59.0	Director, Admissions and Financial Aid	\$19,351	\$18,000	\$23,200	6

Table 37
2-YEAR COLLEGES WITH ENROLLMENTS 500-999

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 500 thru 999.
1982/83 BUDGET RANGE: Not specified. **CASES SELECTED:** 66.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	\$44,500	\$41,000	\$49,000	61
4.0	Chief Academic Officer	\$34,994	\$31,500	\$38,129	57
5.0	Chief Business Officer	\$32,859	\$27,325	\$36,025	60
6.0	Chief Student Affairs Officer	\$31,679	\$27,300	\$34,583	55
7.0	Chief Development Officer	\$27,000	\$21,306	\$31,779	15
8.0	Chief Public Relations Officer	\$21,280	\$16,050	\$26,826	15
10.0	Chief Personnel/Human Resources Officer	\$16,640	\$16,146	\$19,591	5
14.0	Registrar	\$22,500	\$17,627	\$27,000	40
16.0	Director, Learning Resources Center	\$26,116	\$19,227	\$29,472	27
17.0	Director, Library Services	\$23,574	\$21,840	\$26,826	43
18.0	Director, Computer Center	\$23,200	\$18,515	\$26,826	22
19.0	Director, Educational Media Services	\$23,724	\$16,740	\$28,831	12
20.0	Director, Institutional Research	\$28,872	\$22,109	\$29,640	8
22.0	Administrator, Grants and Contracts	\$22,600	\$17,973	\$26,500	5
25.0	Comptroller	\$22,243	\$17,467	\$27,000	17
28.0	Director, Food Services	\$12,636	\$11,718	\$17,664	12
29.0	Chief Physical Plant/Facilities Management Officer	\$21,300	\$18,404	\$24,700	24
31.0	Director, Bookstore	\$12,228	\$10,550	\$15,498	27
32.0	Director, Campus Security	\$14,693	\$11,704	\$15,800	8
36.0	Director, Admissions	\$24,330	\$20,171	\$26,469	20
39.0	Director, Student Financial Aid	\$20,543	\$16,500	\$25,506	39
40.0	Director, Student Placement	\$22,100	\$18,258	\$24,000	10
41.0	Director, Student Counseling	\$22,700	\$19,073	\$27,545	16
44.0	Director, Student Health Services (Nurse Administrator)	\$12,000	\$8,350	\$14,976	8
45.0	Director, Student Housing	\$17,965	\$14,160	\$22,050	11
46.0	Director, Athletics	\$24,069	\$20,800	\$26,945	17
50.0	Director, Alumni Affairs	\$14,000	\$12,000	\$15,000	8
51.0	Director, Information Office	\$18,543	\$17,858	\$21,700	5
52.0	Director, Community Services	\$24,626	\$22,545	\$29,816	22
58.0	Director, Personnel and Affirmative Action	\$23,436	\$13,116	\$39,081	7
59.0	Director, Admissions and Financial Aid	\$24,935	\$20,600	\$27,540	10
65.0	Dean, Arts and Sciences	\$29,580	\$21,800	\$31,679	5
66.0	Dean, Business	\$27,300	\$21,000	\$29,152	9
68.0	Dean, Continuing Education	\$24,300	\$20,350	\$32,270	11
78.0	Dean, Humanities	\$24,657	\$23,350	\$32,198	6
85.0	Dean, Nursing	\$26,712	\$22,700	\$32,424	8
86.0	Dean, Occupation Studies/Vocational Education/Technology	\$30,775	\$24,675	\$33,300	14
89.0	Dean, Sciences	\$25,291	\$21,865	\$31,143	10
92.0	Dean, Special Programs	\$26,826	\$25,480	\$31,300	5

Table 38

2-YEAR COLLEGES WITH ENROLLMENTS 1,000-2,499

MEASURE: Salary. CLASSIFICATION(S): 2-year College. SOURCE(S) OF SUPPORT: Not specified. FTE-ENROLLMENT RANGE: 1,000 thru 2,499.
1982/83 BUDGET RANGE: Not specified. CASES SELECTED: 141.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	\$49,000	\$46,000	\$50,200	7
2.0	Chief Executive Officer, Single Institution	\$49,290	\$45,192	\$52,900	135
3.0	Executive Vice President	\$44,962	\$39,374	\$46,404	14
4.0	Chief Academic Officer	\$38,949	\$36,500	\$42,007	130
5.0	Chief Business Officer	\$35,867	\$33,223	\$39,716	134
6.0	Chief Student Affairs Officer	\$34,300	\$31,000	\$37,900	134
7.0	Chief Development Officer	\$27,855	\$24,264	\$32,256	24
8.0	Chief Public Relations Officer	\$20,342	\$17,172	\$25,000	48
9.0	Chief Planning Officer	\$31,020	\$28,849	\$37,248	11
10.0	Chief Personnel/Human Resources Officer	\$25,753	\$21,508	\$32,045	24
11.0	Chief Health Professions Officer	\$30,689	\$26,503	\$35,700	6
12.0	Chief Budgeting Officer	\$22,984	\$21,367	\$27,187	12
14.0	Registrar	\$26,691	\$22,000	\$30,924	92
16.0	Director, Learning Resources Center	\$28,402	\$24,200	\$31,873	78
17.0	Director, Library Services	\$25,592	\$22,147	\$30,345	84
18.0	Director, Computer Center	\$26,809	\$22,015	\$30,017	74
19.0	Director, Educational Media Services	\$23,581	\$20,191	\$25,550	43
20.0	Director, Institutional Research	\$27,520	\$23,664	\$30,470	40
22.0	Administrator, Grants and Contracts	\$24,635	\$20,537	\$30,348	12
23.0	Director, Affirmative Action/Equal Employment	\$27,321	\$15,715	\$30,100	5
25.0	Comptroller	\$25,831	\$22,900	\$28,970	50
27.0	Bursar	\$18,246	\$17,433	\$22,909	8
28.0	Director, Food Services	\$19,134	\$15,565	\$23,985	19
29.0	Chief Physical Plant/Facilities Management Officer	\$25,384	\$22,850	\$28,710	61
30.0	Director, Purchasing	\$19,823	\$16,630	\$23,357	30
31.0	Director, Bookstore	\$15,960	\$13,788	\$17,390	63
32.0	Director, Campus Security	\$18,019	\$14,831	\$23,105	21
33.0	Director, Information Systems	\$26,485	\$24,770	\$36,785	5
35.0	Director, Auxiliary Services	\$24,960	\$19,250	\$28,800	17
36.0	Director, Admissions	\$25,500	\$23,436	\$29,364	59
39.0	Director, Student Financial Aid	\$23,491	\$20,246	\$26,640	99
40.0	Director, Student Placement	\$22,440	\$19,800	\$26,205	35
41.0	Director, Student Counseling	\$25,832	\$23,565	\$28,958	72
42.0	Director, Student Union	\$23,400	\$21,850	\$24,024	9
44.0	Director, Student Health Services (Nurse Administrator)	\$18,582	\$15,305	\$23,163	29
45.0	Director, Student Housing	\$16,036	\$13,606	\$17,088	9
46.0	Director, Athletics	\$27,482	\$24,724	\$32,248	52
49.0	Director, Campus Recreation/Intramurals	\$28,789	\$26,910	\$30,000	5
51.0	Director, Information Office	\$20,658	\$18,060	\$22,895	26
52.0	Director, Community Services	\$25,885	\$23,278	\$31,640	52
57.0	Chief Development and Public Relations Officer	\$26,424	\$21,788	\$33,000	6
58.0	Director, Personnel and Affirmative Action	\$22,216	\$17,840	\$25,800	24
59.0	Director, Admissions and Financial Aid	\$27,800	\$26,814	\$29,000	10
61.0	Director, Development and Alumni Affairs	\$26,203	\$22,080	\$26,220	5
65.0	Dean, Arts and Sciences	\$32,346	\$28,728	\$37,263	15
66.0	Dean, Business	\$30,400	\$28,699	\$34,811	43
67.0	Dean, Communications	\$31,450	\$27,900	\$32,000	9
68.0	Dean, Continuing Education	\$29,501	\$26,075	\$35,000	62
71.0	Dean, Engineering	\$32,110	\$32,000	\$34,212	9
73.0	Dean, Extension	\$29,791	\$26,307	\$35,400	11
74.0	Dean, Fine Arts	\$26,280	\$23,113	\$34,521	5
76.0	Dean, Health Related Professions	\$33,295	\$25,380	\$34,545	18
78.0	Dean, Humanities	\$29,370	\$26,293	\$32,850	30
82.0	Dean, Mathematics	\$28,041	\$24,518	\$33,608	8
85.0	Dean, Nursing	\$29,400	\$26,607	\$34,000	19
86.0	Dean, Occupation Studies/Vocational Education/Technology	\$32,500	\$29,340	\$36,690	46
89.0	Dean, Sciences	\$30,774	\$26,810	\$34,768	27
90.0	Dean, Social Sciences	\$31,690	\$26,000	\$34,165	29
92.0	Dean, Special Programs	\$29,655	\$25,920	\$30,535	11

Table 39
2-YEAR COLLEGES WITH ENROLLMENTS 2,500-4,999

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 2,500 thru 4,999.
1982/83 BUDGET RANGE: Not specified. **CASES SELECTED:** 100.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	\$47,098	\$47,000	\$56,834	10
2.0	Chief Executive Officer, Single Institution	\$54,195	\$49,750	\$57,174	86
3.0	Executive Vice President	\$43,400	\$40,896	\$46,000	15
4.0	Chief Academic Officer	\$42,879	\$40,000	\$46,820	86
5.0	Chief Business Officer	\$39,000	\$35,849	\$43,500	91
6.0	Chief Student Affairs Officer	\$39,729	\$35,027	\$43,260	95
7.0	Chief Development Officer	\$32,950	\$29,105	\$40,553	14
8.0	Chief Public Relations Officer	\$27,600	\$23,728	\$33,650	37
9.0	Chief Planning Officer	\$37,596	\$33,950	\$40,576	19
10.0	Chief Personnel/Human Resources Officer	\$29,391	\$25,618	\$32,600	33
11.0	Chief Health Professions Officer	\$30,976	\$29,467	\$40,544	8
12.0	Chief Budgeting Officer	\$33,326	\$26,750	\$35,506	23
14.0	Registrar	\$29,802	\$24,500	\$33,123	67
16.0	Director, Learning Resources Center	\$30,914	\$26,910	\$34,880	64
17.0	Director, Library Services	\$31,908	\$27,079	\$34,240	45
18.0	Director, Computer Center	\$30,973	\$28,620	\$35,592	57
19.0	Director, Educational Media Services	\$25,099	\$20,933	\$29,218	34
20.0	Director, Institutional Research	\$29,042	\$24,000	\$33,750	27
22.0	Administrator, Grants and Contracts	\$27,000	\$23,600	\$32,617	19
23.0	Director, Affirmative Action/Equal Employment	\$27,482	\$24,877	\$32,750	14
25.0	Comptroller	\$30,841	\$27,167	\$34,690	42
27.0	Bursar	\$16,127	\$14,945	\$19,026	10
28.0	Director, Food Services	\$24,192	\$21,000	\$27,283	16
29.0	Chief Physical Plant/Facilities Management Officer	\$31,723	\$28,432	\$34,779	63
30.0	Director, Purchasing	\$25,655	\$21,278	\$29,151	37
31.0	Director, Bookstore	\$19,505	\$16,393	\$23,095	52
32.0	Director, Campus Security	\$21,000	\$18,425	\$26,000	33
33.0	Director, Information Systems	\$34,334	\$29,996	\$39,050	13
34.0	Director, News Bureau	\$21,450	\$20,530	\$24,037	6
35.0	Director, Auxiliary Services	\$26,500	\$23,199	\$33,005	8
36.0	Director, Admissions	\$29,016	\$26,382	\$34,095	55
39.0	Director, Student Financial Aid	\$27,480	\$24,012	\$31,142	77
40.0	Director, Student Placement	\$24,093	\$21,389	\$30,264	45
41.0	Director, Student Counseling	\$31,215	\$27,435	\$33,775	57
42.0	Director, Student Union	\$25,624	\$20,942	\$35,640	16
44.0	Director, Student Health Services (Nurse Administrator)	\$21,250	\$15,973	\$22,700	18
45.0	Director, Student Housing	\$21,787	\$17,420	\$28,176	7
46.0	Director, Athletics	\$31,000	\$26,764	\$35,426	35
49.0	Director, Campus Recreation/Intramurals	\$23,750	\$17,386	\$32,394	11
50.0	Director, Alumni Affairs	\$21,069	\$15,833	\$32,676	6
51.0	Director, Information Office	\$24,249	\$22,315	\$26,993	16
52.0	Director, Community Services	\$32,410	\$26,525	\$35,281	44
54.0	Director, Publications	\$21,320	\$20,000	\$24,227	6
57.0	Chief Development and Public Relations Officer	\$37,900	\$33,510	\$40,515	6
58.0	Director, Personnel and Affirmative Action	\$30,429	\$24,511	\$35,463	22
63.0	Dean, Agriculture	\$33,686	\$23,000	\$40,896	7
64.0	Dean, Arts and Letters	\$31,740	\$30,816	\$34,761	10
65.0	Dean, Arts and Sciences	\$35,234	\$33,174	\$39,500	15
66.0	Dean, Business	\$33,686	\$30,866	\$37,400	52
67.0	Dean, Communications	\$32,249	\$28,126	\$36,352	17
68.0	Dean, Continuing Education	\$34,536	\$32,000	\$39,914	44
70.0	Dean, Education	\$34,095	\$31,567	\$41,890	6
71.0	Dean, Engineering	\$32,528	\$29,119	\$36,073	16
76.0	Dean, Health Related Professions	\$34,793	\$31,065	\$37,230	26
78.0	Dean, Humanities	\$34,740	\$32,282	\$37,336	22
79.0	Dean, Instruction	\$44,333	\$42,650	\$44,760	7
82.0	Dean, Mathematics	\$34,315	\$26,910	\$39,400	25
85.0	Dean, Nursing	\$29,467	\$26,315	\$34,546	25
86.0	Dean, Occupation Studies/Vocational Education/Technology	\$37,576	\$33,686	\$39,975	37
89.0	Dean, Sciences	\$33,077	\$30,071	\$35,783	24
90.0	Dean, Social Sciences	\$33,686	\$30,000	\$36,650	34
92.0	Dean, Special Programs	\$28,128	\$23,596	\$33,686	12

Table 40

2-YEAR COLLEGES WITH ENROLLMENTS 5,000-9,999

MEASURE: Salary. CLASSIFICATION(S): 2-year College. SOURCE(S) OF SUPPORT: Not specified. FTE-ENROLLMENT RANGE: 5,000 thru 9,999.
1982/83 BUDGET RANGE: Not specified. CASES SELECTED: 58.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	\$54,435	\$54,398	\$59,000	6
2.0	Chief Executive Officer, Single Institution	\$58,300	\$55,000	\$62,100	49
3.0	Executive Vice President	\$49,558	\$48,422	\$51,407	10
4.0	Chief Academic Officer	\$47,250	\$42,725	\$51,280	53
5.0	Chief Business Officer	\$46,192	\$41,800	\$50,178	53
6.0	Chief Student Affairs Officer	\$44,620	\$41,778	\$48,847	50
7.0	Chief Development Officer	\$38,900	\$31,661	\$48,893	15
8.0	Chief Public Relations Officer	\$32,738	\$24,800	\$38,097	32
9.0	Chief Planning Officer	\$38,362	\$31,800	\$43,242	12
10.0	Chief Personnel/Human Resources Officer	\$37,943	\$34,763	\$43,084	31
12.0	Chief Budgeting Officer	\$35,165	\$29,407	\$38,388	13
14.0	Registrar	\$34,550	\$30,455	\$38,800	41
16.0	Director, Learning Resources Center	\$36,141	\$30,319	\$39,203	31
17.0	Director, Library Services	\$36,929	\$29,487	\$40,929	32
18.0	Director, Computer Center	\$34,589	\$32,375	\$38,850	42
19.0	Director, Educational Media Services	\$27,108	\$24,500	\$32,200	20
20.0	Director, Institutional Research	\$31,252	\$26,686	\$37,155	28
22.0	Administrator, Grants and Contracts	\$33,585	\$28,910	\$38,707	11
23.0	Director, Affirmative Action/Equal Employment	\$26,797	\$19,816	\$30,100	8
25.0	Comptroller	\$35,618	\$33,585	\$37,468	30
26.0	Director, Internal Audit	\$26,431	\$24,550	\$29,149	9
27.0	Bursar	\$24,399	\$21,260	\$28,342	13
28.0	Director, Food Services	\$28,620	\$22,735	\$29,084	8
29.0	Chief Physical Plant/Facilities Management Officer	\$34,400	\$30,500	\$39,064	42
30.0	Director, Purchasing	\$25,008	\$21,909	\$30,865	35
31.0	Director, Bookstore	\$23,646	\$21,606	\$25,317	33
32.0	Director, Campus Security	\$23,238	\$21,000	\$27,230	30
33.0	Director, Information Systems	\$41,000	\$33,477	\$44,619	8
35.0	Director, Auxiliary Services	\$23,110	\$20,000	\$33,500	8
36.0	Director, Admissions	\$32,633	\$27,200	\$39,300	33
39.0	Director, Student Financial Aid	\$30,145	\$26,200	\$35,914	46
40.0	Director, Student Placement	\$25,194	\$23,200	\$30,192	28
41.0	Director, Student Counseling	\$36,280	\$32,651	\$39,252	97
42.0	Director, Student Union	\$28,957	\$18,670	\$35,883	8
44.0	Director, Student Health Services (Nurse Administrator)	\$21,800	\$19,200	\$25,566	17
45.0	Director, Student Housing	\$21,825	\$18,073	\$22,720	5
46.0	Director, Athletics	\$34,755	\$29,893	\$36,609	33
51.0	Director, Information Office	\$27,180	\$23,440	\$31,196	15
52.0	Director, Community Services	\$34,980	\$30,738	\$38,662	22
58.0	Director, Personnel and Affirmative Action	\$29,150	\$27,680	\$35,300	11
64.0	Dean, Arts and Letters	\$38,672	\$33,865	\$42,292	9
65.0	Dean, Arts and Sciences	\$38,707	\$33,500	\$43,055	14
66.0	Dean, Business	\$37,023	\$33,600	\$41,094	29
67.0	Dean, Communications	\$34,723	\$31,175	\$37,300	8
68.0	Dean, Continuing Education	\$38,729	\$34,980	\$43,917	34
71.0	Dean, Engineering	\$36,054	\$34,445	\$39,744	11
73.0	Dean, Extension	\$46,919	\$34,980	\$49,173	7
74.0	Dean, Fine Arts	\$37,476	\$37,089	\$39,149	6
76.0	Dean, Health Related Professions	\$37,300	\$32,547	\$40,168	18
78.0	Dean, Humanities	\$38,235	\$34,980	\$44,619	14
82.0	Dean, Mathematics	\$37,406	\$35,300	\$38,400	9
85.0	Dean, Nursing	\$35,495	\$34,498	\$39,056	12
86.0	Dean, Occupation Studies/Vocational Education/Technology	\$41,337	\$38,000	\$45,544	30
89.0	Dean, Sciences	\$37,606	\$34,723	\$40,531	15
90.0	Dean, Social Sciences	\$36,000	\$33,085	\$39,979	22
92.0	Dean, Special Programs	\$33,662	\$32,523	\$38,603	5

Table 41
2-YEAR COLLEGES WITH ENROLLMENTS 10,000 OR MORE

MEASURE: Salary. CLASSIFICATION(S): 2-year College. SOURCE(S) OF SUPPORT: Not specified. FTE-ENROLLMENT RANGE: 10,000 or more.
1982/83 BUDGET RANGE: Not specified. CASES SELECTED: 39.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	\$62,500	\$60,000	\$71,356	19
2.0	Chief Executive Officer, Single Institution	\$60,000	\$52,238	\$65,000	26
3.0	Executive Vice President	\$54,600	\$48,029	\$56,096	15
4.0	Chief Academic Officer	\$50,024	\$44,986	\$53,300	33
5.0	Chief Business Officer	\$50,024	\$46,349	\$54,678	37
6.0	Chief Student Affairs Officer	\$44,950	\$37,865	\$51,252	28
7.0	Chief Development Officer	\$40,614	\$33,055	\$43,500	9
8.0	Chief Public Relations Officer	\$32,806	\$31,436	\$38,959	21
9.0	Chief Planning Officer	\$41,400	\$37,000	\$48,028	11
10.0	Chief Personnel/Human Resources Officer	\$41,075	\$34,800	\$44,100	28
11.0	Chief Health Professions Officer	\$40,180	\$32,090	\$45,287	6
12.0	Chief Budgeting Officer	\$35,210	\$32,547	\$42,961	15
13.0	Director, Legal Services	\$37,236	\$28,539	\$42,902	7
14.0	Registrar	\$36,262	\$32,919	\$44,494	27
16.0	Director, Learning Resources Center	\$38,624	\$36,450	\$42,902	21
17.0	Director, Library Services	\$36,900	\$34,812	\$42,385	21
18.0	Director, Computer Center	\$39,950	\$35,925	\$45,000	28
19.0	Director, Educational Media Services	\$30,377	\$25,980	\$34,700	11
20.0	Director, Institutional Research	\$36,503	\$30,663	\$40,833	19
22.0	Administrator, Grants and Contracts	\$33,515	\$30,681	\$37,632	7
23.0	Director, Affirmative Action/Equal Employment	\$35,592	\$27,975	\$41,601	13
25.0	Comptroller	\$37,000	\$32,590	\$40,983	20
26.0	Director, Internal Audit	\$30,400	\$24,920	\$33,553	16
27.0	Bursar	\$28,416	\$24,600	\$31,404	8
29.0	Chief Physical Plant/Facilities Management Officer	\$39,081	\$33,929	\$41,400	32
30.0	Director, Purchasing	\$33,868	\$30,684	\$37,614	26
31.0	Director, Bookstore	\$25,884	\$24,384	\$28,931	12
32.0	Director, Campus Security	\$31,704	\$23,500	\$35,200	20
33.0	Director, Information Systems	\$33,833	\$29,676	\$39,062	10
35.0	Director, Auxiliary Services	\$35,164	\$33,023	\$43,658	8
36.0	Director, Admissions	\$35,803	\$32,158	\$40,564	17
39.0	Director, Student Financial Aid	\$32,029	\$28,986	\$36,036	30
40.0	Director, Student Placement	\$27,965	\$27,188	\$32,949	13
41.0	Director, Student Counseling	\$35,429	\$32,137	\$49,426	18
44.0	Director, Student Health Services (Nurse Administrator)	\$36,828	\$25,027	\$40,623	5
46.0	Director, Athletics	\$37,828	\$29,559	\$43,120	18
51.0	Director, Information Office	\$28,000	\$25,900	\$35,828	14
52.0	Director, Community Services	\$40,100	\$34,089	\$48,092	20
55.0	Director, Risk Management and Insurance	\$27,105	\$24,157	\$28,194	8
58.0	Director, Personnel and Affirmative Action	\$38,531	\$31,584	\$45,535	5
65.0	Dean, Arts and Sciences	\$41,009	\$30,905	\$43,850	6
66.0	Dean, Business	\$41,000	\$35,227	\$45,530	13
68.0	Dean, Continuing Education	\$45,000	\$30,180	\$48,814	16
74.0	Dean, Fine Arts	\$36,631	\$33,789	\$50,457	6
76.0	Dean, Health Related Professions	\$38,449	\$35,300	\$39,940	9
78.0	Dean, Humanities	\$35,210	\$33,225	\$41,000	10
79.0	Dean, Instruction	\$44,214	\$39,325	\$48,696	10
82.0	Dean, Mathematics	\$40,833	\$32,380	\$47,501	6
85.0	Dean, Nursing	\$36,574	\$36,006	\$39,325	5
86.0	Dean, Occupation Studies/Vocational Education/Technology	\$41,964	\$34,795	\$47,268	22
89.0	Dean, Sciences	\$37,900	\$34,121	\$41,000	9
90.0	Dean, Social Sciences	\$37,372	\$35,924	\$42,668	13

Table 42
PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS 499 OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 499 or less.
1982/83 BUDGET RANGE: Not specified. **CASES SELECTED:** 20.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	\$41,861	\$37,692	\$44,900	18
4.0	Chief Academic Officer	\$34,670	\$28,516	\$36,500	14
5.0	Chief Business Officer	\$26,500	\$24,837	\$28,032	12
6.0	Chief Student Affairs Officer	\$31,000	\$26,036	\$35,000	14
14.0	Registrar	\$13,845	\$12,470	\$18,684	6
17.0	Director, Library Services	\$20,830	\$17,500	\$24,000	7
31.0	Director, Bookstore	\$8,800	\$8,043	\$9,756	5

Table 43
PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS 500-999

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 500 thru 999.
1982/83 BUDGET RANGE: Not specified. **CASES SELECTED:** 55.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	\$44,500	\$41,847	\$49,000	50
4.0	Chief Academic Officer	\$35,504	\$33,000	\$38,500	46
5.0	Chief Business Officer	\$33,400	\$29,118	\$36,500	49
6.0	Chief Student Affairs Officer	\$32,760	\$29,313	\$35,462	45
7.0	Chief Development Officer	\$30,825	\$23,295	\$32,465	7
8.0	Chief Public Relations Officer	\$21,560	\$18,226	\$26,826	9
14.0	Registrar	\$23,519	\$21,192	\$28,332	31
16.0	Director, Learning Resources Center	\$26,259	\$23,505	\$29,472	24
17.0	Director, Library Services	\$24,578	\$22,900	\$28,075	34
18.0	Director, Computer Center	\$23,702	\$20,000	\$27,654	19
19.0	Director, Educational Media Services	\$24,000	\$18,995	\$28,981	11
20.0	Director, Institutional Research	\$28,872	\$22,109	\$29,640	7
25.0	Comptroller	\$22,247	\$17,467	\$30,000	12
28.0	Director, Food Services	\$12,535	\$11,718	\$19,200	10
29.0	Chief Physical Plant/Facilities Management Officer	\$23,689	\$18,404	\$25,350	18
31.0	Director, Bookstore	\$13,735	\$10,397	\$18,288	19
32.0	Director, Campus Security	\$14,693	\$14,164	\$15,723	5
36.0	Director, Admissions	\$24,330	\$22,330	\$26,533	10
39.0	Director, Student Financial Aid	\$23,574	\$19,698	\$26,650	29
40.0	Director, Student Placement	\$22,100	\$18,258	\$23,569	8
41.0	Director, Student Counseling	\$25,752	\$22,164	\$28,900	12
45.0	Director, Student Housing	\$17,965	\$15,000	\$22,050	6
46.0	Director, Athletics	\$25,485	\$20,640	\$26,945	12
52.0	Director, Community Services	\$24,626	\$22,545	\$29,816	22
58.0	Director, Personnel and Affirmative Action	\$23,436	\$13,116	\$39,081	7
59.0	Director, Admissions and Financial Aid	\$24,935	\$20,600	\$27,540	10
66.0	Dean, Business	\$28,443	\$20,357	\$34,050	7
68.0	Dean, Continuing Education	\$25,200	\$20,586	\$32,270	9
78.0	Dean, Humanities	\$24,657	\$23,350	\$32,198	6
85.0	Dean, Nursing	\$26,712	\$25,520	\$27,424	6
86.0	Dean, Occupation Studies/Vocational Education/Technology	\$32,609	\$26,971	\$33,300	13
89.0	Dean, Sciences	\$30,122	\$21,865	\$31,143	8
92.0	Dean, Special Programs	\$26,826	\$25,480	\$31,300	5

Table 44
PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS 1,000-2,499

MEASURE: Salary. CLASSIFICATION(S): 2-year College. SOURCE(S) OF SUPPORT: Public. FTE-ENROLLMENT RANGE: 1,000 thru 2,499.
1982/83 BUDGET RANGE: Not specified. CASES SELECTED: 137.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	\$48,760	\$46,000	\$50,200	6
2.0	Chief Executive Officer, Single Institution	\$48,710	\$45,084	\$52,100	132
3.0	Executive Vice President	\$44,962	\$39,374	\$46,404	13
4.0	Chief Academic Officer	\$38,896	\$36,500	\$41,963	126
5.0	Chief Business Officer	\$36,200	\$33,223	\$39,780	131
6.0	Chief Student Affairs Officer	\$34,300	\$31,000	\$37,900	130
7.0	Chief Development Officer	\$27,855	\$24,939	\$31,525	21
8.0	Chief Public Relations Officer	\$20,342	\$17,172	\$25,600	46
9.0	Chief Planning Officer	\$31,020	\$28,849	\$37,248	11
10.0	Chief Personnel/Human Resources Officer	\$27,732	\$21,508	\$33,153	23
11.0	Chief Health Professions Officer	\$30,689	\$26,503	\$35,700	6
12.0	Chief Budgeting Officer	\$22,984	\$21,367	\$28,896	11
14.0	Registrar	\$26,700	\$22,000	\$31,000	89
16.0	Director, Learning Resources Center	\$28,687	\$24,314	\$31,983	77
17.0	Director, Library Services	\$25,872	\$22,325	\$30,345	80
18.0	Director, Computer Center	\$26,809	\$22,015	\$30,017	74
19.0	Director, Educational Media Services	\$28,581	\$20,191	\$25,550	43
20.0	Director, Institutional Research	\$27,545	\$23,980	\$30,500	39
22.0	Administrator, Grants and Contracts	\$24,635	\$20,537	\$30,348	12
23.0	Director, Affirmative Action/Equal Employment	\$27,321	\$15,715	\$30,100	5
25.0	Comptroller	\$25,800	\$22,680	\$28,800	48
27.0	Bursar	\$22,773	\$17,433	\$24,102	7
28.0	Director, Food Services	\$19,134	\$15,565	\$23,985	19
29.0	Chief Physical Plant/Facilities Management Officer	\$25,347	\$22,500	\$28,944	59
30.0	Director, Purchasing	\$20,500	\$16,981	\$23,357	29
31.0	Director, Bookstore	\$15,960	\$13,624	\$17,390	60
32.0	Director, Campus Security	\$17,588	\$14,556	\$23,105	20
33.0	Director, Information Systems	\$26,485	\$24,770	\$36,785	5
35.0	Director, Auxiliary Services	\$24,960	\$19,250	\$28,800	17
36.0	Director, Admissions	\$24,871	\$23,436	\$29,364	57
39.0	Director, Student Financial Aid	\$23,640	\$20,783	\$26,699	95
40.0	Director, Student Placement	\$22,440	\$19,907	\$26,205	34
41.0	Director, Student Counseling	\$26,244	\$23,880	\$29,405	69
42.0	Director, Student Union	\$23,400	\$21,850	\$24,024	9
44.0	Director, Student Health Services (Nurse Administrator)	\$18,962	\$15,530	\$24,464	26
45.0	Director, Student Housing	\$16,036	\$13,606	\$25,687	7
46.0	Director, Athletics	\$27,941	\$25,500	\$32,304	49
49.0	Director, Campus Recreation/Intramurals	\$28,789	\$26,910	\$30,000	5
51.0	Director, Information Office	\$20,950	\$18,060	\$22,895	25
52.0	Director, Community Services	\$25,885	\$23,278	\$31,640	52
57.0	Chief Development and Public Relations Officer	\$26,424	\$21,788	\$30,122	5
58.0	Director, Personnel and Affirmative Action	\$22,216	\$17,840	\$25,800	24
59.0	Director, Admissions and Financial Aid	\$27,800	\$26,814	\$29,000	10
65.0	Dean, Arts and Sciences	\$32,346	\$28,728	\$37,263	15
66.0	Dean, Business	\$30,142	\$28,699	\$34,811	42
67.0	Dean, Communications	\$31,450	\$27,900	\$32,000	9
68.0	Dean, Continuing Education	\$29,501	\$25,608	\$35,000	60
71.0	Dean, Engineering	\$32,110	\$32,000	\$34,212	9
73.0	Dean, Extension	\$29,791	\$26,307	\$35,400	11
76.0	Dean, Health Related Professions	\$33,295	\$25,380	\$34,545	18
78.0	Dean, Humanities	\$29,800	\$26,638	\$32,850	29
82.0	Dean, Mathematics	\$28,041	\$24,518	\$33,608	8
85.0	Dean, Nursing	\$29,400	\$26,607	\$34,000	19
86.0	Dean, Occupation Studies/Vocational Education/Technology	\$32,500	\$29,340	\$36,690	46
89.0	Dean, Sciences	\$30,774	\$27,279	\$34,768	26
90.0	Dean, Social Sciences	\$31,100	\$25,945	\$34,165	28
92.0	Dean, Special Programs	\$29,655	\$25,920	\$30,535	11

Table 45

PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS 2,500-4,999

MEASURE: Salary. CLASSIFICATION(S): 2-year College. SOURCE(S) OF SUPPORT: Public. FTE-ENROLLMENT RANGE: 2,500 thru 4,999.
1982/83 BUDGET RANGE: Not specified. CASES SELECTED: 99.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	\$47,098	\$47,000	\$56,834	10
2.0	Chief Executive Officer, Single Institution	\$54,500	\$49,800	\$57,174	85
3.0	Executive Vice President	\$43,400	\$40,896	\$46,000	15
4.0	Chief Academic Officer	\$42,879	\$40,000	\$46,820	85
5.0	Chief Business Officer	\$39,000	\$36,064	\$43,500	90
6.0	Chief Student Affairs Officer	\$39,729	\$35,027	\$43,260	94
7.0	Chief Development Officer	\$32,950	\$29,105	\$40,553	14
8.0	Chief Public Relations Officer	\$27,600	\$23,728	\$33,650	37
9.0	Chief Planning Officer	\$37,596	\$33,950	\$40,576	19
10.0	Chief Personnel/Human Resources Officer	\$29,391	\$25,618	\$32,600	33
11.0	Chief Health Professions Officer	\$30,976	\$29,467	\$40,544	8
12.0	Chief Budgeting Officer	\$33,326	\$26,750	\$35,506	23
14.0	Registrar	\$29,592	\$24,500	\$33,123	66
16.0	Director, Learning Resources Center	\$31,000	\$26,910	\$35,068	63
17.0	Director, Library Services	\$31,908	\$27,079	\$34,240	45
18.0	Director, Computer Center	\$30,973	\$28,620	\$35,592	56
19.0	Director, Educational Media Services	\$25,099	\$20,933	\$29,218	33
20.0	Director, Institutional Research	\$29,042	\$24,000	\$33,750	27
22.0	Administrator, Grants and Contracts	\$27,000	\$23,600	\$32,617	19
23.0	Director, Affirmative Action/Equal Employment	\$27,482	\$24,877	\$32,750	13
25.0	Comptroller	\$30,865	\$27,167	\$34,690	41
27.0	Bursar	\$16,127	\$14,945	\$19,026	10
28.0	Director, Food Services	\$24,192	\$21,000	\$27,283	16
29.0	Chief Physical Plant/Facilities Management Officer	\$31,723	\$28,432	\$34,779	63
30.0	Director, Purchasing	\$25,655	\$21,278	\$29,151	37
31.0	Director, Bookstore	\$19,700	\$16,393	\$23,141	51
32.0	Director, Campus Security	\$21,000	\$18,425	\$26,000	32
33.0	Director, Information Systems	\$34,334	\$29,996	\$39,050	13
34.0	Director, News Bureau	\$21,450	\$20,530	\$24,037	6
35.0	Director, Auxiliary Services	\$26,500	\$23,199	\$33,005	8
36.0	Director, Admissions	\$28,957	\$26,382	\$34,095	54
39.0	Director, Student Financial Aid	\$27,480	\$24,000	\$31,142	76
40.0	Director, Student Placement	\$24,064	\$21,223	\$30,117	44
41.0	Director, Student Counseling	\$31,215	\$27,435	\$33,775	57
42.0	Director, Student Union	\$25,624	\$20,942	\$35,640	16
44.0	Director, Student Health Services (Nurse Administrator)	\$21,250	\$15,973	\$22,700	18
45.0	Director, Student Housing	\$21,787	\$17,420	\$28,176	7
46.0	Director, Athletics	\$31,000	\$26,827	\$35,426	34
49.0	Director, Campus Recreation/Intramurals	\$23,750	\$17,386	\$32,394	11
50.0	Director, Alumni Affairs	\$21,069	\$15,833	\$32,676	5
51.0	Director, Information Office	\$24,249	\$22,315	\$26,993	16
52.0	Director, Community Services	\$32,410	\$26,525	\$35,281	44
54.0	Director, Publications	\$21,320	\$20,000	\$24,227	6
57.0	Chief Development and Public Relations Officer	\$37,900	\$33,510	\$40,515	6
58.0	Director, Personnel and Affirmative Action	\$30,429	\$24,511	\$35,463	22
63.0	Dean, Agriculture	\$33,686	\$23,000	\$40,896	7
64.0	Dean, Arts and Letters	\$31,740	\$30,816	\$34,761	10
65.0	Dean, Arts and Sciences	\$35,234	\$33,174	\$39,500	14
66.0	Dean, Business	\$33,713	\$30,907	\$37,608	51
67.0	Dean, Communications	\$32,249	\$28,126	\$36,352	17
68.0	Dean, Continuing Education	\$34,536	\$32,000	\$39,968	43
70.0	Dean, Education	\$34,095	\$31,567	\$41,890	6
71.0	Dean, Engineering	\$32,528	\$29,119	\$36,073	16
76.0	Dean, Health Related Professions	\$34,935	\$32,100	\$37,230	25
78.0	Dean, Humanities	\$34,740	\$32,282	\$37,336	22
79.0	Dean, Instruction	\$44,333	\$42,650	\$44,760	7
82.0	Dean, Mathematics	\$34,315	\$26,910	\$39,400	24
85.0	Dean, Nursing	\$29,467	\$26,315	\$34,546	25
86.0	Dean, Occupation Studies/Vocational Education/Technology	\$37,576	\$33,686	\$39,975	37
89.0	Dean, Sciences	\$34,000	\$30,071	\$35,900	23
90.0	Dean, Social Sciences	\$34,165	\$30,174	\$36,650	33
92.0	Dean, Special Programs	\$28,128	\$23,596	\$33,686	12

Table 46

PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS 5,000-9,999

MEASURE: Salary. CLASSIFICATION(S): 2-year College. SOURCE(S) OF SUPPORT: Public. FTE-ENROLLMENT RANGE: 5,000 thru 9,999.
1982/83 BUDGET RANGE: Not specified. CASES SELECTED: 56.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	\$54,435	\$54,398	\$59,000	6
2.0	Chief Executive Officer, Single Institution	\$58,300	\$55,000	\$62,200	47
3.0	Executive Vice President	\$50,014	\$48,600	\$51,407	9
4.0	Chief Academic Officer	\$47,550	\$42,725	\$51,320	51
5.0	Chief Business Officer	\$45,535	\$40,335	\$50,178	52
6.0	Chief Student Affairs Officer	\$44,635	\$41,800	\$48,847	49
7.0	Chief Development Officer	\$38,900	\$31,661	\$48,893	15
8.0	Chief Public Relations Officer	\$32,738	\$24,800	\$38,097	30
9.0	Chief Planning Officer	\$38,362	\$31,800	\$43,242	12
10.0	Chief Personnel/Human Resources Officer	\$37,943	\$35,074	\$43,084	30
12.0	Chief Budgeting Officer	\$36,192	\$25,058	\$43,933	11
14.0	Registrar	\$34,550	\$29,469	\$39,000	39
16.0	Director, Learning Resources Center	\$36,141	\$33,954	\$39,203	30
17.0	Director, Library Services	\$37,431	\$29,487	\$41,280	31
18.0	Director, Computer Center	\$34,589	\$32,172	\$38,850	40
19.0	Director, Educational Media Services	\$27,800	\$24,500	\$32,795	19
20.0	Director, Institutional Research	\$31,252	\$26,686	\$37,500	26
22.0	Administrator, Grants and Contracts	\$33,585	\$28,910	\$38,707	11
23.0	Director, Affirmative Action/Equal Employment	\$26,797	\$19,816	\$30,100	8
25.0	Comptroller	\$35,618	\$33,585	\$37,468	29
26.0	Director, Internal Audit	\$24,632	\$23,730	\$26,937	8
27.0	Bursar	\$24,399	\$21,260	\$28,342	13
28.0	Director, Food Services	\$29,080	\$22,735	\$34,400	7
29.0	Chief Physical Plant/Facilities Management Officer	\$34,400	\$30,000	\$39,064	40
30.0	Director, Purchasing	\$25,008	\$21,909	\$30,865	35
31.0	Director, Bookstore	\$23,375	\$21,288	\$25,296	32
32.0	Director, Campus Security	\$23,238	\$20,050	\$26,892	28
33.0	Director, Information Systems	\$41,000	\$33,477	\$44,619	8
35.0	Director, Auxiliary Services	\$23,110	\$20,000	\$33,500	8
36.0	Director, Admissions	\$31,824	\$27,111	\$39,300	32
39.0	Director, Student Financial Aid	\$30,145	\$26,200	\$35,797	44
40.0	Director, Student Placement	\$25,194	\$23,200	\$30,192	28
41.0	Director, Student Counseling	\$35,500	\$32,323	\$39,300	35
42.0	Director, Student Union	\$28,957	\$18,670	\$39,068	7
44.0	Director, Student Health Services (Nurse Administrator)	\$21,800	\$19,200	\$25,566	17
46.0	Director, Athletics	\$33,893	\$29,853	\$36,609	32
51.0	Director, Information Office	\$27,180	\$23,440	\$31,196	15
52.0	Director, Community Services	\$34,980	\$30,738	\$38,662	22
58.0	Director, Personnel and Affirmative Action	\$28,800	\$27,680	\$35,300	10
64.0	Dean, Arts and Letters	\$38,729	\$35,923	\$42,795	7
65.0	Dean, Arts and Sciences	\$38,707	\$33,500	\$43,055	13
66.0	Dean, Business	\$36,300	\$33,439	\$40,410	28
67.0	Dean, Communications	\$34,723	\$31,175	\$37,300	8
68.0	Dean, Continuing Education	\$39,367	\$35,076	\$43,917	33
71.0	Dean, Engineering	\$36,054	\$34,445	\$39,744	11
73.0	Dean, Extension	\$46,919	\$34,980	\$49,173	7
74.0	Dean, Fine Arts	\$37,476	\$37,089	\$39,149	6
76.0	Dean, Health Related Professions	\$37,300	\$32,547	\$40,168	18
78.0	Dean, Humanities	\$38,235	\$34,980	\$44,619	14
82.0	Dean, Mathematics	\$37,406	\$35,300	\$38,400	9
85.0	Dean, Nursing	\$35,495	\$34,498	\$39,056	12
86.0	Dean, Occupation Studies/Vocational Education/Technology	\$41,337	\$38,000	\$45,544	28
89.0	Dean, Sciences	\$37,606	\$34,723	\$40,531	14
90.0	Dean, Social Sciences	\$36,000	\$33,085	\$38,800	20
92.0	Dean, Special Programs	\$33,662	\$32,523	\$38,603	5

Table 47
PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS 10,000 OR MORE

MEASURE: Salary. CLASSIFICATION(S): 2-year College. SOURCE(S) OF SUPPORT: Public. FTE-ENROLLMENT RANGE: 10,000 or more.
1982/83 BUDGET RANGE: Not specified. CASES SELECTED: 39.

PQS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	\$62,500	\$60,000	\$71,356	19
2.0	Chief Executive Officer, Single Institution	\$60,000	\$52,238	\$65,000	26
3.0	Executive Vice President	\$54,600	\$48,029	\$56,096	15
4.0	Chief Academic Officer	\$50,024	\$44,986	\$53,300	33
5.0	Chief Business Officer	\$50,024	\$46,349	\$54,678	37
6.0	Chief Student Affairs Officer	\$44,950	\$37,865	\$51,252	28
7.0	Chief Development Officer	\$40,614	\$33,055	\$43,500	9
8.0	Chief Public Relations Officer	\$32,806	\$31,436	\$38,959	21
9.0	Chief Planning Officer	\$41,400	\$37,000	\$48,028	11
10.0	Chief Personnel/Human Resources Officer	\$41,075	\$34,800	\$44,100	28
11.0	Chief Health Professions Officer	\$40,180	\$32,090	\$45,287	8
12.0	Chief Budgeting Officer	\$35,210	\$32,547	\$42,961	15
13.0	Director, Legal Services	\$37,236	\$28,539	\$42,902	7
14.0	Registrar	\$36,262	\$32,919	\$44,494	27
16.0	Director, Learning Resources Center	\$38,624	\$36,450	\$42,902	21
17.0	Director, Library Services	\$36,900	\$34,812	\$42,385	21
18.0	Director, Computer Center	\$39,950	\$35,925	\$45,000	28
19.0	Director, Educational Media Services	\$30,377	\$25,980	\$34,700	11
20.0	Director, Institutional Research	\$36,503	\$30,663	\$40,833	19
22.0	Administrator, Grants and Contracts	\$33,515	\$30,681	\$37,632	7
23.0	Director, Affirmative Action/Equal Employment	\$35,592	\$27,975	\$41,601	13
25.0	Comptroller	\$37,000	\$32,590	\$40,983	20
26.0	Director, Internal Audit	\$30,400	\$24,920	\$33,553	16
27.0	Bursar	\$28,416	\$24,600	\$31,404	8
29.0	Chief Physical Plant/Facilities Management Officer	\$39,081	\$33,929	\$41,400	32
30.0	Director, Purchasing	\$33,868	\$30,684	\$37,614	26
31.0	Director, Bookstore	\$25,884	\$24,384	\$28,931	12
32.0	Director, Campus Security	\$31,704	\$23,500	\$35,200	20
33.0	Director, Information Systems	\$33,833	\$29,676	\$39,062	10
35.0	Director, Auxiliary Services	\$35,164	\$33,023	\$43,658	8
36.0	Director, Admissions	\$35,803	\$32,158	\$40,564	17
39.0	Director, Student Financial Aid	\$32,029	\$28,986	\$36,036	30
40.0	Director, Student Placement	\$27,965	\$27,188	\$32,949	13
41.0	Director, Student Counseling	\$35,429	\$32,137	\$49,426	18
44.0	Director, Student Health Services (Nurse Administrator)	\$36,828	\$25,037	\$40,623	5
46.0	Director, Athletics	\$37,828	\$29,559	\$43,120	18
51.0	Director, Information Office	\$28,000	\$25,900	\$35,828	14
52.0	Director, Community Services	\$40,100	\$34,089	\$48,092	20
55.0	Director, Risk Management and Insurance	\$27,105	\$24,157	\$28,194	8
58.0	Director, Personnel and Affirmative Action	\$38,531	\$31,584	\$45,535	5
65.0	Dean, Arts and Sciences	\$41,009	\$30,905	\$43,850	6
66.0	Dean, Business	\$41,000	\$35,227	\$45,530	13
68.0	Dean, Continuing Education	\$45,000	\$30,180	\$48,814	16
74.0	Dean, Fine Arts	\$36,631	\$33,789	\$50,457	6
76.0	Dean, Health Related Professions	\$38,449	\$35,300	\$39,940	9
78.0	Dean, Humanities	\$35,210	\$33,225	\$41,000	10
79.0	Dean, Instruction	\$44,214	\$39,325	\$48,696	10
82.0	Dean, Mathematics	\$40,833	\$32,380	\$47,501	6
85.0	Dean, Nursing	\$36,574	\$36,006	\$39,325	5
86.0	Dean, Occupation Studies/Vocational Education/Technology	\$41,964	\$34,795	\$47,268	22
89.0	Dean, Sciences	\$37,900	\$34,121	\$41,000	9
90.0	Dean, Social Sciences	\$37,372	\$35,924	\$42,668	13

Table 48

PRIVATE 2-YEAR COLLEGES WITH ENROLLMENTS 499 OR LESS

MEASURE: Salary. CLASSIFICATION(S): 2-year College. SOURCE(S) OF SUPPORT: All Private. FTE-ENROLLMENT RANGE: 499 or less.
1982/83 BUDGET RANGE: Not specified. CASES SELECTED: 25.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	\$35,000	\$30,000	\$38,500	24
4.0	Chief Academic Officer	\$25,092	\$21,000	\$29,783	23
5.0	Chief Business Officer	\$23,500	\$20,000	\$27,000	22
6.0	Chief Student Affairs Officer	\$21,274	\$18,000	\$25,000	23
7.0	Chief Development Officer	\$23,861	\$20,000	\$26,735	16
8.0	Chief Public Relations Officer	\$12,000	\$7,100	\$19,100	7
14.0	Registrar	\$18,525	\$14,055	\$24,300	14
15.0	Director, Church Relations	\$15,000	\$12,000	\$15,615	6
16.0	Director, Learning Resources Center	\$10,788	\$10,000	\$17,500	6
17.0	Director, Library Services	\$17,380	\$15,000	\$19,500	20
24.0	Chaplain	\$19,500	\$12,000	\$21,585	7
28.0	Director, Food Services	\$9,929	\$8,493	\$18,000	6
29.0	Chief Physical Plant/Facilities Management Officer	\$13,811	\$12,000	\$15,600	8
31.0	Director, Bookstore	\$10,000	\$8,000	\$12,000	12
32.0	Director, Campus Security	\$12,000	\$9,434	\$12,078	5
36.0	Director, Admissions	\$20,000	\$14,138	\$22,000	18
39.0	Director, Student Financial Aid	\$15,072	\$13,000	\$18,187	13
41.0	Director, Student Counseling	\$14,500	\$12,710	\$16,978	6
44.0	Director, Student Health Services (Nurse Administrator)	\$10,800	\$10,500	\$12,000	5
46.0	Director, Athletics	\$16,214	\$14,355	\$18,503	14
50.0	Director, Alumni Affairs	\$15,500	\$14,000	\$17,500	10
59.0	Director, Admissions and Financial Aid	\$19,351	\$18,000	\$20,000	5

Table 49

PRIVATE 2-YEAR COLLEGES WITH ENROLLMENTS 500 OR MORE

MEASURE: Salary. CLASSIFICATION(S): 2-year College. SOURCE(S) OF SUPPORT: All Private. FTE-ENROLLMENT RANGE: 500 or more.
1982/83 BUDGET RANGE: Not specified. CASES SELECTED: 18.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	\$48,600	\$39,000	\$57,815	17
4.0	Chief Academic Officer	\$32,859	\$30,300	\$41,790	18
5.0	Chief Business Officer	\$30,000	\$24,054	\$33,600	16
6.0	Chief Student Affairs Officer	\$25,233	\$23,000	\$32,400	16
7.0	Chief Development Officer	\$25,000	\$21,000	\$32,500	11
8.0	Chief Public Relations Officer	\$19,600	\$16,050	\$27,600	10
14.0	Registrar	\$19,000	\$16,500	\$28,180	15
16.0	Director, Learning Resources Center	\$16,000	\$14,000	\$30,110	6
17.0	Director, Library Services	\$19,200	\$17,000	\$23,000	14
18.0	Director, Computer Center	\$22,500	\$18,446	\$33,700	6
25.0	Comptroller	\$22,500	\$20,700	\$28,970	9
29.0	Chief Physical Plant/Facilities Management Officer	\$21,300	\$18,890	\$26,000	10
31.0	Director, Bookstore	\$12,228	\$11,440	\$16,000	13
32.0	Director, Campus Security	\$17,906	\$15,800	\$21,317	7
36.0	Director, Admissions	\$24,600	\$20,750	\$26,800	14
39.0	Director, Student Financial Aid	\$17,655	\$15,246	\$20,525	17
41.0	Director, Student Counseling	\$19,073	\$16,728	\$23,000	9
44.0	Director, Student Health Services (Nurse Administrator)	\$9,900	\$8,350	\$12,000	8
45.0	Director, Student Housing	\$15,840	\$12,400	\$18,684	8
46.0	Director, Athletics	\$23,000	\$20,773	\$24,288	10
50.0	Director, Alumni Affairs	\$15,033	\$14,000	\$19,600	11
66.0	Dean, Business	\$27,300	\$21,788	\$30,753	5
68.0	Dean, Continuing Education	\$28,500	\$24,300	\$31,840	6
89.0	Dean, Sciences	\$24,500	\$21,870	\$32,617	5
90.0	Dean, Social Sciences	\$31,660	\$22,360	\$31,896	5

Table 50
UNIVERSITIES WITH BUDGETS \$7.49-MILLION OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified.
1982/83 BUDGET RANGE: \$7,499,999 or less. **CASES SELECTED:** 25.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	\$50,000	\$43,626	\$58,388	21
4.0	Chief Academic Officer	\$37,500	\$34,966	\$47,700	18
5.0	Chief Business Officer	\$38,420	\$35,000	\$50,000	22
6.0	Chief Student Affairs Officer	\$28,430	\$26,160	\$34,536	18
7.0	Chief Development Officer	\$30,000	\$25,000	\$40,010	11
8.0	Chief Public Relations Officer	\$28,500	\$18,000	\$34,000	7
10.0	Chief Personnel/Human Resources Officer	\$20,448	\$14,196	\$43,000	9
14.0	Registrar	\$25,257	\$19,185	\$27,572	20
16.0	Director, Learning Resources Center	\$22,000	\$21,000	\$23,000	9
17.0	Director, Library Services	\$26,750	\$19,000	\$32,000	19
18.0	Director, Computer Center	\$28,807	\$22,884	\$39,567	14
19.0	Director, Educational Media Services	\$17,000	\$13,440	\$17,500	9
20.0	Director, Institutional Research	\$25,910	\$19,548	\$31,005	10
23.0	Director, Affirmative Action/Equal Employment	\$28,687	\$23,000	\$30,500	5
25.0	Comptroller	\$30,300	\$22,000	\$36,612	11
29.0	Chief Physical Plant/Facilities Management Officer	\$28,936	\$23,700	\$36,612	18
30.0	Director, Purchasing	\$15,400	\$12,418	\$20,568	8
31.0	Director, Bookstore	\$14,412	\$12,355	\$18,500	16
32.0	Director, Campus Security	\$18,090	\$14,756	\$24,000	11
34.0	Director, News Bureau	\$16,600	\$12,000	\$21,960	8
36.0	Director, Admissions	\$24,996	\$20,100	\$26,686	13
39.0	Director, Student Financial Aid	\$19,662	\$17,325	\$23,758	19
40.0	Director, Student Placement	\$19,296	\$15,260	\$23,000	12
41.0	Director, Student Counseling	\$16,643	\$15,720	\$23,520	8
44.0	Director, Student Health Services (Nurse Administrator)	\$12,000	\$9,240	\$15,940	10
45.0	Director, Student Housing	\$17,000	\$16,000	\$20,720	10
46.0	Director, Athletics	\$26,000	\$19,101	\$30,240	12
50.0	Director, Alumni Affairs	\$19,300	\$17,500	\$20,568	11
51.0	Director, Information Office	\$20,525	\$15,260	\$28,900	6
59.0	Director, Admissions and Financial Aid	\$20,568	\$20,000	\$46,000	5
66.0	Dean, Business	\$37,800	\$27,500	\$42,000	10
70.0	Dean, Education	\$26,422	\$25,500	\$33,496	9
85.0	Dean, Nursing	\$28,750	\$24,610	\$40,500	5
90.0	Dean, Social Sciences	\$25,625	\$23,000	\$31,951	5

Table 51
UNIVERSITIES WITH BUDGETS \$7.5-14.9-MILLION

MEASURE: Salary. CLASSIFICATION(S): University. SOURCE(S) OF SUPPORT: Not specified. FTE-ENROLLMENT RANGE: Not specified.
1982/83 BUDGET RANGE: \$7,500,000 thru \$14,999,999. CASES SELECTED: 47.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	\$59,950	\$54,918	\$64,000	44
3.0	Executive Vice President	\$45,000	\$42,500	\$51,600	5
4.0	Chief Academic Officer	\$48,510	\$42,013	\$50,750	43
5.0	Chief Business Officer	\$43,000	\$38,297	\$47,800	45
6.0	Chief Student Affairs Officer	\$35,975	\$31,531	\$43,486	46
7.0	Chief Development Officer	\$38,095	\$35,650	\$43,500	23
8.0	Chief Public Relations Officer	\$25,000	\$21,000	\$32,550	22
10.0	Chief Personnel/Human Resources Officer	\$21,492	\$17,476	\$25,400	22
12.0	Chief Budgeting Officer	\$29,500	\$27,123	\$35,260	12
14.0	Registrar	\$27,034	\$22,279	\$31,215	42
16.0	Director, Learning Resources Center	\$28,151	\$17,423	\$35,186	11
17.0	Director, Library Services	\$30,553	\$26,305	\$34,000	42
18.0	Director, Computer Center	\$30,000	\$26,280	\$35,650	39
19.0	Director, Educational Media Services	\$21,987	\$18,000	\$27,750	20
20.0	Director, Institutional Research	\$28,250	\$22,820	\$30,237	15
21.0	Director, Special and Deferred Gifts	\$28,750	\$20,196	\$36,000	7
22.0	Administrator, Grants and Contracts	\$26,688	\$20,500	\$35,517	7
23.0	Director, Affirmative Action/Equal Employment	\$25,001	\$22,790	\$29,500	9
24.0	Chaplain	\$21,719	\$16,000	\$23,540	9
25.0	Comptroller	\$31,650	\$27,000	\$34,300	33
26.0	Director, Internal Audit	\$20,740	\$17,462	\$23,000	5
27.0	Bursar	\$20,809	\$17,376	\$22,316	14
28.0	Director, Food Services	\$25,619	\$22,300	\$30,550	7
29.0	Chief Physical Plant/Facilities Management Officer	\$29,000	\$26,186	\$34,598	40
30.0	Director, Purchasing	\$20,150	\$18,096	\$25,000	29
31.0	Director, Bookstore	\$19,000	\$15,500	\$21,938	31
32.0	Director, Campus Security	\$19,992	\$16,900	\$24,039	38
33.0	Director, Information Systems	\$27,650	\$25,920	\$29,820	5
34.0	Director, News Bureau	\$22,570	\$18,000	\$26,150	9
35.0	Director, Auxiliary Services	\$20,820	\$20,000	\$35,200	10
36.0	Director, Admissions	\$27,668	\$24,000	\$30,688	38
37.0	Director, Foreign Students	\$20,500	\$19,136	\$20,980	5
39.0	Director, Student Financial Aid	\$23,200	\$20,670	\$27,050	44
40.0	Director, Student Placement	\$21,764	\$18,288	\$24,824	36
41.0	Director, Student Counseling	\$27,117	\$23,486	\$29,680	31
42.0	Director, Student Union	\$21,400	\$18,540	\$28,500	16
44.0	Director, Student Health Services (Nurse Administrator)	\$16,535	\$13,000	\$18,850	27
45.0	Director, Student Housing	\$19,300	\$16,200	\$23,780	28
46.0	Director, Athletics	\$30,173	\$26,090	\$34,750	30
47.0	Director, Athletics/Men	\$29,125	\$28,000	\$33,348	5
48.0	Director, Athletics/Women	\$21,835	\$21,500	\$28,140	6
49.0	Director, Campus Recreation/Intramurals	\$16,600	\$12,180	\$20,110	13
50.0	Director, Alumni Affairs	\$20,900	\$17,302	\$22,250	20
51.0	Director, Information Office	\$22,613	\$18,499	\$26,460	14
52.0	Director, Community Services	\$24,900	\$21,030	\$34,201	7
54.0	Director, Publications	\$19,275	\$15,970	\$20,217	9
57.0	Chief Development and Public Relations Officer	\$35,000	\$29,088	\$41,093	9
58.0	Director, Personnel and Affirmative Action	\$26,652	\$20,150	\$29,835	14
64.0	Dean, Arts and Letters	\$33,726	\$33,561	\$42,500	7
65.0	Dean, Arts and Sciences	\$37,000	\$33,600	\$42,000	22
66.0	Dean, Business	\$40,926	\$33,810	\$42,860	32
68.0	Dean, Continuing Education	\$32,000	\$28,772	\$36,750	21
70.0	Dean, Education	\$37,812	\$33,561	\$42,470	22
74.0	Dean, Fine Arts	\$32,100	\$26,027	\$41,500	12
75.0	Dean, Graduate Programs	\$38,330	\$32,625	\$40,667	17
78.0	Dean, Humanities	\$35,631	\$29,651	\$37,900	9
80.0	Dean, Law	\$56,571	\$54,703	\$60,000	8
82.0	Dean, Mathematics	\$29,275	\$28,258	\$32,700	6
84.0	Dean, Music	\$31,600	\$28,150	\$33,589	8
85.0	Dean, Nursing	\$32,748	\$32,300	\$41,000	10
89.0	Dean, Sciences	\$35,707	\$26,807	\$40,320	12
90.0	Dean, Social Sciences	\$30,642	\$28,623	\$32,772	10

Table 52
UNIVERSITIES WITH BUDGETS \$15-29.9-MILLION

MEASURE: Salary. CLASSIFICATION(S): University. SOURCE(S) OF SUPPORT: Not specified. FTE-ENROLLMENT RANGE: Not specified.
1982/83 BUDGET RANGE: \$15,000,000 thru \$29,999,999. CASES SELECTED: 99.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	\$56,335	\$52,600	\$71,000	8
2.0	Chief Executive Officer, Single Institution	\$64,560	\$57,600	\$71,000	88
3.0	Executive Vice President	\$50,482	\$46,521	\$56,225	32
4.0	Chief Academic Officer	\$51,500	\$48,000	\$55,000	86
5.0	Chief Business Officer	\$48,530	\$44,000	\$52,483	93
6.0	Chief Student Affairs Officer	\$43,056	\$37,500	\$47,000	95
7.0	Chief Development Officer	\$41,400	\$37,060	\$48,000	55
8.0	Chief Public Relations Officer	\$32,105	\$28,468	\$38,300	52
9.0	Chief Planning Officer	\$38,063	\$30,800	\$42,000	18
10.0	Chief Personnel/Human Resources Officer	\$28,700	\$25,846	\$32,064	79
12.0	Chief Budgeting Officer	\$33,400	\$30,240	\$36,874	35
13.0	Director, Legal Services	\$35,040	\$28,500	\$37,212	13
14.0	Registrar	\$30,610	\$26,333	\$33,955	91
16.0	Director, Learning Resources Center	\$28,680	\$22,000	\$35,422	28
17.0	Director, Library Services	\$35,200	\$30,716	\$39,756	89
18.0	Director, Computer Center	\$36,015	\$30,560	\$40,700	75
19.0	Director, Educational Media Services	\$26,740	\$19,884	\$32,160	44
20.0	Director, Institutional Research	\$32,364	\$27,500	\$37,500	47
21.0	Director, Special and Deferred Gifts	\$33,200	\$23,224	\$38,200	15
22.0	Administrator, Grants and Contracts	\$30,056	\$21,556	\$34,100	37
23.0	Director, Affirmative Action/Equal Employment	\$28,125	\$23,882	\$32,400	38
24.0	Chaplain	\$24,000	\$21,575	\$32,000	22
25.0	Comptroller	\$34,327	\$31,000	\$38,000	72
26.0	Director, Internal Audit	\$24,300	\$22,500	\$28,044	34
27.0	Bursar	\$21,557	\$19,786	\$25,000	29
28.0	Director, Food Services	\$27,636	\$25,596	\$29,690	31
29.0	Chief Physical Plant/Facilities Management Officer	\$34,531	\$29,690	\$37,709	95
30.0	Director, Purchasing	\$24,000	\$21,100	\$28,134	81
31.0	Director, Bookstore	\$22,000	\$19,050	\$25,200	62
32.0	Director, Campus Security	\$23,076	\$19,960	\$27,150	78
33.0	Director, Information Systems	\$28,870	\$24,140	\$33,300	18
34.0	Director, News Bureau	\$22,400	\$17,750	\$26,375	29
35.0	Director, Auxiliary Services	\$26,833	\$24,934	\$32,856	26
36.0	Director, Admissions	\$30,749	\$27,000	\$34,507	78
37.0	Director, Foreign Students	\$22,400	\$19,200	\$26,059	15
38.0	Director, International Studies Education	\$30,264	\$24,816	\$34,598	16
39.0	Director, Student Financial Aid	\$27,852	\$24,912	\$31,000	94
40.0	Director, Student Placement	\$26,426	\$21,400	\$30,108	80
41.0	Director, Student Counseling	\$28,400	\$26,000	\$31,957	77
42.0	Director, Student Union	\$26,472	\$22,527	\$30,595	56
43.0	Director, Student Health Services (Physician Administrator)	\$41,800	\$29,232	\$52,740	30
44.0	Director, Student Health Services (Nurse Administrator)	\$18,000	\$16,500	\$22,000	48
45.0	Director, Student Housing	\$24,200	\$19,989	\$29,474	70
46.0	Director, Athletics	\$36,000	\$31,850	\$41,319	81
47.0	Director, Athletics/Men	\$29,000	\$24,444	\$34,403	15
48.0	Director, Athletics/Women	\$23,000	\$20,280	\$24,987	32
49.0	Director, Campus Recreation/Intramurals	\$20,184	\$18,500	\$23,533	32
50.0	Director, Alumni Affairs	\$25,000	\$21,625	\$27,687	71
51.0	Director, Information Office	\$25,000	\$23,700	\$27,800	33
52.0	Director, Community Services	\$27,540	\$20,465	\$34,775	12
54.0	Director, Publications	\$23,188	\$19,690	\$26,136	37
56.0	Chief Planning and Budget Officer	\$44,799	\$38,077	\$45,800	8
57.0	Chief Development and Public Relations Officer	\$44,382	\$40,850	\$48,072	24
58.0	Director, Personnel and Affirmative Action	\$31,200	\$29,500	\$35,448	13
59.0	Director, Admissions and Financial Aid	\$36,383	\$34,420	\$45,500	8
61.0	Director, Development and Alumni Affairs	\$30,000	\$26,150	\$38,640	7
63.0	Dean, Agriculture	\$39,532	\$35,084	\$45,735	10
64.0	Dean, Arts and Letters	\$45,780	\$42,820	\$50,300	11
65.0	Dean, Arts and Sciences	\$44,966	\$39,000	\$50,200	53
66.0	Dean, Business	\$45,660	\$41,380	\$49,000	81
67.0	Dean, Communications	\$41,000	\$37,317	\$45,150	10
68.0	Dean, Continuing Education	\$37,239	\$33,100	\$41,688	47
70.0	Dean, Education	\$43,300	\$39,167	\$46,400	64
71.0	Dean, Engineering	\$47,096	\$44,500	\$54,348	19
73.0	Dean, Extension	\$35,360	\$35,200	\$37,440	6
74.0	Dean, Fine Arts	\$42,000	\$37,500	\$45,891	18
75.0	Dean, Graduate Programs	\$42,700	\$38,275	\$46,103	60
76.0	Dean, Health Related Professions	\$40,006	\$34,136	\$44,544	13
78.0	Dean, Humanities	\$42,700	\$33,915	\$47,500	13
80.0	Dean, Law	\$63,290	\$55,680	\$70,000	18
81.0	Dean, Library and Information Sciences	\$43,251	\$38,275	\$43,500	9
82.0	Dean, Mathematics	\$37,699	\$36,205	\$39,500	9
84.0	Dean, Music	\$38,000	\$36,266	\$40,128	11
85.0	Dean, Nursing	\$41,604	\$37,550	\$44,520	31
86.0	Dean, Occupation Studies/Vocational Education/Technology	\$40,006	\$37,493	\$44,386	15
89.0	Dean, Sciences	\$43,600	\$39,400	\$46,420	21
90.0	Dean, Social Sciences	\$41,800	\$36,000	\$48,072	13
92.0	Dean, Special Programs	\$34,972	\$33,018	\$42,146	8
93.0	Dean, Undergraduate Programs	\$37,200	\$34,000	\$40,038	10

Table 53
UNIVERSITIES WITH BUDGETS \$30-49.9-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified.
1982/83 BUDGET RANGE: \$30,000,000 thru \$49,999,999. **CASES SELECTED:** 73.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	\$70,000	\$62,700	\$80,000	8
2.0	Chief Executive Officer, Single Institution	\$68,511	\$60,645	\$73,500	64
3.0	Executive Vice President	\$53,714	\$50,150	\$59,778	17
4.0	Chief Academic Officer	\$57,000	\$53,004	\$63,000	66
5.0	Chief Business Officer	\$51,950	\$47,198	\$58,500	67
6.0	Chief Student Affairs Officer	\$46,400	\$42,740	\$50,000	64
7.0	Chief Development Officer	\$43,000	\$39,624	\$50,800	49
8.0	Chief Public Relations Officer	\$38,000	\$31,000	\$43,600	45
9.0	Chief Planning Officer	\$39,500	\$37,002	\$47,688	14
10.0	Chief Personnel/Human Resources Officer	\$32,312	\$29,000	\$38,200	60
12.0	Chief Budgeting Officer	\$33,593	\$28,600	\$39,336	48
13.0	Director, Legal Services	\$43,000	\$38,010	\$45,700	23
14.0	Registrar	\$33,000	\$28,829	\$38,343	62
16.0	Director, Learning Resources Center	\$30,828	\$22,800	\$40,040	24
17.0	Director, Library Services	\$39,432	\$34,351	\$43,586	61
18.0	Director, Computer Center	\$38,000	\$34,000	\$41,300	54
19.0	Director, Educational Media Services	\$30,000	\$25,000	\$36,200	32
20.0	Director, Institutional Research	\$35,750	\$27,894	\$39,555	44
21.0	Director, Special and Deferred Gifts	\$28,186	\$24,586	\$42,132	9
22.0	Administrator, Grants and Contracts	\$34,500	\$26,568	\$41,340	43
23.0	Director, Affirmative Action/Equal Employment	\$28,890	\$25,731	\$31,750	33
24.0	Chaplain	\$28,000	\$25,332	\$32,050	9
25.0	Comptroller	\$36,562	\$33,000	\$41,000	54
26.0	Director, Internal Audit	\$27,478	\$24,411	\$32,400	35
27.0	Bursar	\$22,718	\$20,109	\$28,000	38
28.0	Director, Food Services	\$28,576	\$25,732	\$33,500	27
29.0	Chief Physical Plant/Facilities Management Officer	\$35,865	\$33,695	\$42,000	69
30.0	Director, Purchasing	\$28,506	\$24,916	\$31,860	63
31.0	Director, Bookstore	\$26,000	\$22,230	\$30,509	56
32.0	Director, Campus Security	\$27,600	\$25,038	\$29,736	66
33.0	Director, Information Systems	\$35,536	\$27,326	\$39,750	20
34.0	Director, News Bureau	\$22,663	\$19,632	\$27,500	26
35.0	Director, Auxiliary Services	\$34,624	\$29,000	\$38,160	32
36.0	Director, Admissions	\$33,500	\$29,700	\$37,015	60
37.0	Director, Foreign Students	\$20,650	\$17,765	\$24,764	19
38.0	Director, International Studies Education	\$32,540	\$22,300	\$36,050	13
39.0	Director, Student Financial Aid	\$30,056	\$27,300	\$32,750	70
40.0	Director, Student Placement	\$27,936	\$23,605	\$33,750	67
41.0	Director, Student Counseling	\$30,000	\$26,400	\$35,500	56
42.0	Director, Student Union	\$28,140	\$25,068	\$31,659	42
43.0	Director, Student Health Services (Physician Administrator)	\$46,410	\$37,836	\$53,920	42
44.0	Director, Student Health Services (Nurse Administrator)	\$21,000	\$18,394	\$22,780	29
45.0	Director, Student Housing	\$26,255	\$23,000	\$30,120	61
46.0	Director, Athletics	\$37,848	\$34,026	\$42,552	59
47.0	Director, Athletics/Men	\$34,000	\$26,000	\$35,246	12
48.0	Director, Athletics/Women	\$24,040	\$21,868	\$34,808	22
49.0	Director, Campus Recreation/Intramurals	\$21,811	\$17,440	\$26,000	47
50.0	Director, Alumni Affairs	\$27,000	\$23,483	\$30,420	53
51.0	Director, Information Office	\$30,000	\$27,348	\$33,500	22
52.0	Director, Community Services	\$24,000	\$22,260	\$26,530	9
54.0	Director, Publications	\$26,719	\$20,985	\$30,000	32
55.0	Director, Risk Management and Insurance	\$25,400	\$18,754	\$29,000	9
56.0	Chief Planning and Budget Officer	\$49,500	\$42,500	\$52,649	7
57.0	Chief Development and Public Relations Officer	\$47,160	\$42,000	\$61,000	11
58.0	Director, Personnel and Affirmative Action	\$38,500	\$34,008	\$40,788	9
59.0	Director, Admissions and Financial Aid	\$38,796	\$37,500	\$40,000	5
60.0	Director, Housing and Food Services	\$37,616	\$35,250	\$38,000	5
61.0	Director, Development and Alumni Affairs	\$36,500	\$36,475	\$42,000	9
62.0	Dean, Architecture	\$51,240	\$42,038	\$56,400	7
63.0	Dean, Agriculture	\$40,200	\$36,551	\$46,000	10
64.0	Dean, Arts and Letters	\$49,700	\$45,780	\$54,084	14
65.0	Dean, Arts and Sciences	\$50,000	\$46,500	\$54,867	43
66.0	Dean, Business	\$51,400	\$45,800	\$55,125	55
68.0	Dean, Continuing Education	\$40,945	\$36,149	\$43,527	34
70.0	Dean, Education	\$46,150	\$43,000	\$50,892	50
71.0	Dean, Engineering	\$55,171	\$54,000	\$63,270	30
73.0	Dean, Extension	\$47,000	\$33,252	\$53,768	7
74.0	Dean, Fine Arts	\$46,980	\$42,000	\$52,800	15
75.0	Dean, Graduate Programs	\$46,548	\$43,301	\$53,000	50
76.0	Dean, Health Related Professions	\$48,000	\$44,000	\$52,669	12
77.0	Dean, Home Economics	\$39,775	\$36,053	\$50,000	9
78.0	Dean, Humanities	\$44,412	\$35,079	\$48,072	8
80.0	Dean, Law	\$68,000	\$65,974	\$75,350	18
81.0	Dean, Library and Information Sciences	\$45,096	\$44,150	\$49,000	5
84.0	Dean, Music	\$43,300	\$29,785	\$49,000	7
85.0	Dean, Nursing	\$45,800	\$41,842	\$50,000	25
86.0	Dean, Occupation Studies/Vocational Education/Technology	\$44,500	\$44,500	\$47,820	10
87.0	Dean, Pharmacy	\$51,250	\$50,000	\$53,154	7
89.0	Dean, Sciences	\$48,212	\$43,450	\$54,084	21
90.0	Dean, Social Sciences	\$45,780	\$41,600	\$57,000	6
93.0	Dean, Undergraduate Programs	\$46,000	\$40,100	\$52,669	11

Table 54
UNIVERSITIES WITH BUDGETS \$50-99.9-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified.
1982/83 BUDGET RANGE: \$50,000,000 thru \$99,999,999. **CASES SELECTED:** 74.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	\$76,000	\$69,050	\$85,000	12
2.0	Chief Executive Officer, Single Institution	\$70,260	\$65,000	\$78,000	59
3.0	Executive Vice President	\$56,000	\$54,144	\$75,000	18
4.0	Chief Academic Officer	\$59,300	\$54,500	\$67,000	69
5.0	Chief Business Officer	\$55,800	\$52,000	\$64,700	70
6.0	Chief Student Affairs Officer	\$50,000	\$47,000	\$54,144	67
7.0	Chief Development Officer	\$46,000	\$39,250	\$52,000	55
8.0	Chief Public Relations Officer	\$41,600	\$36,000	\$48,684	50
9.0	Chief Planning Officer	\$48,	\$41,992	\$56,000	26
10.0	Chief Personnel/Human Resources Officer	\$37,829	\$33,800	\$43,728	65
11.0	Chief Health Professions Officer	\$79,600	\$63,500	\$89,628	11
12.0	Chief Budgeting Officer	\$40,200	\$34,500	\$46,584	56
13.0	Director, Legal Services	\$45,000	\$38,036	\$50,520	29
14.0	Registrar	\$34,800	\$30,980	\$40,392	68
16.0	Director, Learning Resources Center	\$32,600	\$27,886	\$36,540	27
17.0	Director, Library Services	\$45,856	\$42,700	\$50,412	68
18.0	Director, Computer Center	\$45,000	\$42,500	\$48,894	63
19.0	Director, Educational Media Services	\$32,500	\$28,000	\$36,790	37
20.0	Director, Institutional Research	\$35,000	\$31,000	\$41,500	43
21.0	Director, Special and Deferred Gifts	\$30,000	\$25,953	\$32,100	12
22.0	Administrator, Grants and Contracts	\$36,500	\$29,562	\$42,850	62
23.0	Director, Affirmative Action/Equal Employment	\$31,000	\$27,830	\$35,400	51
24.0	Chaplain	\$28,250	\$22,000	\$35,000	10
25.0	Comptroller	\$40,500	\$37,514	\$45,106	58
26.0	Director, Internal Audit	\$31,884	\$28,908	\$35,600	53
27.0	Bursar	\$30,183	\$27,050	\$34,000	41
28.0	Director, Food Services	\$32,712	\$28,500	\$35,363	36
29.0	Chief Physical Plant/Facilities Management Officer	\$41,800	\$38,870	\$44,675	69
30.0	Director, Purchasing	\$32,100	\$29,725	\$35,500	66
31.0	Director, Bookstore	\$29,796	\$27,050	\$32,856	52
32.0	Director, Campus Security	\$31,878	\$26,868	\$35,712	68
33.0	Director, Information Systems	\$35,500	\$32,500	\$47,200	20
34.0	Director, News Bureau	\$26,995	\$24,752	\$30,250	26
35.0	Director, Auxiliary Services	\$40,392	\$36,000	\$44,292	44
36.0	Director, Admissions	\$35,000	\$30,559	\$41,500	61
37.0	Director, Foreign Students	\$26,800	\$22,000	\$33,820	28
38.0	Director, International Studies Education	\$33,491	\$26,775	\$38,300	18
39.0	Director, Student Financial Aid	\$31,400	\$28,285	\$35,500	68
40.0	Director, Student Placement	\$29,820	\$26,680	\$34,900	68
41.0	Director, Student Counseling	\$33,880	\$30,499	\$37,905	63
42.0	Director, Student Union	\$30,000	\$25,900	\$34,464	54
43.0	Director, Student Health Services (Physician Administrator)	\$51,059	\$47,680	\$58,500	52
44.0	Director, Student Health Services (Nurse Administrator)	\$21,600	\$19,732	\$25,128	19
45.0	Director, Student Housing	\$30,634	\$27,000	\$35,000	58
46.0	Director, Athletics	\$44,050	\$40,000	\$47,750	57
47.0	Director, Athletics/Men	\$39,310	\$30,000	\$45,369	8
48.0	Director, Athletics/Women	\$28,500	\$23,800	\$33,600	25
49.0	Director, Campus Recreation/Intramurals	\$25,000	\$21,655	\$27,600	47
50.0	Director, Alumni Affairs	\$31,500	\$27,200	\$35,500	60
51.0	Director, Information Office	\$32,750	\$28,593	\$38,500	43
52.0	Director, Community Services	\$30,000	\$24,442	\$32,600	13
53.0	Administrator, Hospital Medical Center	\$39,398	\$31,390	\$72,000	8
54.0	Director, Publications	\$27,000	\$24,500	\$28,880	33
55.0	Director, Risk Management and Insurance	\$30,629	\$26,413	\$33,400	12
56.0	Chief Planning and Budget Officer	\$50,000	\$41,992	\$58,700	9
57.0	Chief Development and Public Relations Officer	\$50,000	\$47,500	\$56,348	9
58.0	Director, Personnel and Affirmative Action	\$42,552	\$37,700	\$44,100	6
59.0	Director, Admissions and Financial Aid	\$39,000	\$35,500	\$47,000	5
60.0	Director, Housing and Food Services	\$39,000	\$33,262	\$40,235	10
61.0	Director, Development and Alumni Affairs	\$38,506	\$36,155	\$39,700	8
62.0	Dean, Architecture	\$47,300	\$44,842	\$56,600	14
63.0	Dean, Agriculture	\$52,513	\$49,580	\$55,000	11
64.0	Dean, Arts and Letters	\$48,072	\$47,500	\$52,250	6
65.0	Dean, Arts and Sciences	\$53,200	\$48,780	\$59,300	53
66.0	Dean, Business	\$54,100	\$50,250	\$60,200	68
67.0	Dean, Communications	\$48,072	\$44,820	\$53,071	8
68.0	Dean, Continuing Education	\$44,900	\$40,000	\$48,072	41
69.0	Dean, Dentistry	\$70,000	\$65,100	\$73,500	9
70.0	Dean, Education	\$51,000	\$47,004	\$55,150	58
71.0	Dean, Engineering	\$56,000	\$50,600	\$67,000	38
73.0	Dean, Extension	\$47,700	\$44,929	\$48,072	12
74.0	Dean, Fine Arts	\$48,072	\$47,420	\$53,200	23
75.0	Dean, Graduate Programs	\$48,528	\$46,200	\$55,600	59
76.0	Dean, Health Related Professions	\$48,072	\$43,704	\$55,500	18
77.0	Dean, Home Economics	\$45,728	\$43,000	\$50,000	10
78.0	Dean, Humanities	\$56,000	\$47,200	\$58,000	12
80.0	Dean, Law	\$67,100	\$62,188	\$70,850	29
81.0	Dean, Library and Information Sciences	\$43,000	\$40,060	\$47,700	14
83.0	Dean, Medicine	\$78,800	\$70,000	\$86,350	12
84.0	Dean, Music	\$50,400	\$42,000	\$53,528	12
85.0	Dean, Nursing	\$49,000	\$44,028	\$51,500	28
86.0	Dean, Occupation Studies/Vocational Education/Technology	\$48,000	\$41,510	\$51,800	11
87.0	Dean, Pharmacy	\$55,500	\$54,500	\$60,000	10
89.0	Dean, Sciences	\$57,627	\$48,072	\$59,400	13
90.0	Dean, Social Sciences	\$56,488	\$43,250	\$67,500	9
91.0	Dean, Social Work	\$50,200	\$47,000	\$56,816	15
92.0	Dean, Special Programs	\$37,400	\$32,900	\$48,072	9
93.0	Dean, Undergraduate Programs	\$47,374	\$40,000	\$48,500	14

Table 55
UNIVERSITIES WITH BUDGETS \$100-149.9-MILLION

MEASURE: Salary. CLASSIFICATION(S): University. SOURCE(S) OF SUPPORT: Not specified. FTE-ENROLLMENT RANGE: Not specified.
1982/83 BUDGET RANGE: \$100,000,000 thru \$149,999,999. CASES SELECTED: 32.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	\$79,680	\$70,567	\$83,000	9
2.0	Chief Executive Officer, Single Institution	\$77,000	\$68,800	\$82,950	25
3.0	Executive Vice President	\$69,048	\$58,000	\$88,000	12
4.0	Chief Academic Officer	\$66,600	\$60,000	\$73,908	30
5.0	Chief Business Officer	\$59,000	\$53,686	\$66,500	26
6.0	Chief Student Affairs Officer	\$53,800	\$46,680	\$57,750	29
7.0	Chief Development Officer	\$52,600	\$40,573	\$60,332	19
8.0	Chief Public Relations Officer	\$43,686	\$36,000	\$47,870	23
9.0	Chief Planning Officer	\$53,941	\$47,291	\$60,372	7
10.0	Chief Personnel/Human Resources Officer	\$39,000	\$35,660	\$46,000	26
11.0	Chief Health Professions Officer	\$66,000	\$57,000	\$92,750	7
12.0	Chief Budgeting Officer	\$41,900	\$35,632	\$47,400	20
13.0	Director, Legal Services	\$42,350	\$36,261	\$50,400	18
14.0	Registrar	\$33,840	\$31,750	\$36,480	25
16.0	Director, Learning Resources Center	\$33,705	\$33,048	\$37,800	9
17.0	Director, Library Services	\$50,000	\$43,772	\$51,180	28
18.0	Director, Computer Center	\$48,608	\$43,788	\$53,678	19
19.0	Director, Educational Media Services	\$30,711	\$26,064	\$36,000	16
20.0	Director, Institutional Research	\$40,000	\$35,160	\$48,841	22
22.0	Administrator, Grants and Contracts	\$39,264	\$36,286	\$46,872	28
23.0	Director, Affirmative Action/Equal Employment	\$33,420	\$30,240	\$37,700	22
25.0	Comptroller	\$44,611	\$40,548	\$48,500	27
26.0	Director, Internal Audit	\$30,925	\$29,083	\$33,864	27
27.0	Bursar	\$31,200	\$24,117	\$33,800	17
28.0	Director, Food Services	\$35,200	\$30,000	\$40,000	15
29.0	Chief Physical Plant/Facilities Management Officer	\$43,665	\$40,500	\$50,700	29
30.0	Director, Purchasing	\$33,312	\$29,640	\$37,680	28
31.0	Director, Bookstore	\$30,200	\$28,900	\$32,000	23
32.0	Director, Campus Security	\$31,500	\$29,813	\$35,832	29
33.0	Director, Information Systems	\$44,100	\$36,700	\$47,249	8
34.0	Director, News Bureau	\$27,600	\$25,588	\$31,063	13
35.0	Director, Auxiliary Services	\$42,725	\$37,611	\$47,000	11
36.0	Director, Admissions	\$35,051	\$33,295	\$39,943	24
37.0	Director, Foreign Students	\$24,636	\$23,675	\$29,160	15
38.0	Director, International Studies Education	\$40,750	\$28,802	\$43,226	11
39.0	Director, Student Financial Aid	\$32,808	\$31,395	\$34,896	28
40.0	Director, Student Placement	\$30,311	\$27,200	\$33,000	27
41.0	Director, Student Counseling	\$37,100	\$31,260	\$41,800	23
42.0	Director, Student Union	\$35,028	\$32,220	\$40,680	21
43.0	Director, Student Health Services (Physician Administrator)	\$59,714	\$55,780	\$63,364	25
44.0	Director, Student Health Services (Nurse Administrator)	\$23,736	\$21,799	\$25,972	10
45.0	Director, Student Housing	\$35,110	\$28,600	\$38,500	24
46.0	Director, Athletics	\$54,000	\$43,500	\$58,300	23
47.0	Director, Athletics/Men	\$40,585	\$30,662	\$47,040	7
48.0	Director, Athletics/Women	\$31,000	\$27,400	\$36,223	10
49.0	Director, Campus Recreation/Intramurals	\$28,164	\$22,379	\$29,748	23
50.0	Director, Alumni Affairs	\$34,705	\$26,842	\$39,504	20
51.0	Director, Information Office	\$30,748	\$27,840	\$34,986	10
53.0	Administrator, Hospital Medical Center	\$70,000	\$67,725	\$85,500	5
54.0	Director, Publications	\$28,190	\$25,719	\$31,800	18
55.0	Director, Risk Management and Insurance	\$30,444	\$23,400	\$36,000	8
56.0	Chief Planning and Budget Officer	\$45,720	\$43,020	\$50,760	8
58.0	Director, Personnel and Affirmative Action	\$43,624	\$39,632	\$44,600	5
62.0	Dean, Architecture	\$53,300	\$49,640	\$55,779	8
63.0	Dean, Agriculture	\$58,500	\$54,700	\$63,840	17
65.0	Dean, Arts and Sciences	\$59,460	\$55,015	\$62,640	18
66.0	Dean, Business	\$57,492	\$55,548	\$63,600	23
68.0	Dean, Continuing Education	\$49,500	\$41,940	\$51,840	16
69.0	Dean, Dentistry	\$71,280	\$70,500	\$81,000	5
70.0	Dean, Education	\$54,883	\$51,224	\$56,300	22
71.0	Dean, Engineering	\$60,000	\$56,455	\$66,040	24
73.0	Dean, Extension	\$55,220	\$53,800	\$60,975	7
74.0	Dean, Fine Arts	\$54,050	\$45,055	\$59,088	7
75.0	Dean, Graduate Programs	\$56,200	\$52,000	\$57,800	25
76.0	Dean, Health Related Professions	\$51,090	\$47,300	\$52,300	5
77.0	Dean, Home Economics	\$53,750	\$49,560	\$55,942	11
80.0	Dean, Law	\$65,040	\$62,350	\$69,000	12
81.0	Dean, Library and Information Sciences	\$43,500	\$39,800	\$50,000	7
83.0	Dean, Medicine	\$85,680	\$74,000	\$93,000	10
85.0	Dean, Nursing	\$53,000	\$49,764	\$58,908	14
87.0	Dean, Pharmacy	\$56,000	\$53,500	\$56,350	5
89.0	Dean, Sciences	\$61,152	\$54,766	\$62,500	8
91.0	Dean, Social Work	\$55,000	\$48,400	\$57,600	7
93.0	Dean, Undergraduate Programs	\$48,750	\$44,557	\$53,800	7
94.0	Dean, Veterinary Medicine	\$59,160	\$57,180	\$69,821	6

Table 56
UNIVERSITIES WITH BUDGETS \$150-MILLION OR MORE

MEASURE: Salary. CLASSIFICATION(S): University. SOURCE(S) OF SUPPORT: Not specified. FTE-ENROLLMENT RANGE: Not specified.
1982/83 BUDGET RANGE: \$150,000,000 thru \$999,999,999. CASES SELECTED: 63.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	\$84,347	\$76,500	\$92,400	22
2.0	Chief Executive Officer, Single Institution	\$84,750	\$79,380	\$105,000	37
3.0	Executive Vice President	\$73,700	\$65,174	\$79,800	21
4.0	Chief Academic Officer	\$72,900	\$64,910	\$79,800	47
5.0	Chief Business Officer	\$65,010	\$59,500	\$72,500	50
6.0	Chief Student Affairs Officer	\$57,000	\$50,500	\$60,500	48
7.0	Chief Development Officer	\$60,450	\$50,860	\$70,700	35
8.0	Chief Public Relations Officer	\$48,500	\$41,086	\$57,200	40
9.0	Chief Planning Officer	\$49,000	\$40,711	\$65,400	18
10.0	Chief Personnel/Human Resources Officer	\$46,200	\$43,393	\$52,198	52
11.0	Chief Health Professions Officer	\$80,304	\$70,290	\$110,000	25
12.0	Chief Budgeting Officer	\$46,400	\$40,000	\$53,500	51
13.0	Director, Legal Services	\$55,121	\$44,500	\$65,220	40
14.0	Registrar	\$42,000	\$37,744	\$45,000	47
16.0	Director, Learning Resources Center	\$45,100	\$32,125	\$47,800	18
17.0	Director, Library Services	\$54,310	\$50,000	\$61,000	44
18.0	Director, Computer Center	\$54,150	\$47,300	\$61,900	40
19.0	Director, Educational Media Services	\$40,274	\$34,000	\$46,195	23
20.0	Director, Institutional Research	\$36,972	\$33,151	\$43,367	36
21.0	Director, Special and Deferred Gifts	\$35,100	\$34,000	\$42,560	14
22.0	Administrator, Grants and Contracts	\$45,000	\$39,877	\$51,900	49
23.0	Director, Affirmative Action/Equal Employment	\$39,000	\$34,000	\$43,943	52
24.0	Chaplain	\$35,200	\$26,100	\$42,000	11
25.0	Comptroller	\$52,500	\$46,000	\$58,000	51
26.0	Director, Internal Audit	\$39,000	\$34,667	\$46,330	57
27.0	Bursar	\$31,493	\$27,720	\$38,350	30
28.0	Director, Food Services	\$37,620	\$33,876	\$41,200	32
29.0	Chief Physical Plant/Facilities Management Officer	\$50,500	\$43,000	\$57,780	53
30.0	Director, Purchasing	\$37,500	\$35,304	\$43,670	52
31.0	Director, Bookstore	\$32,912	\$28,836	\$37,000	34
32.0	Director, Campus Security	\$39,600	\$33,500	\$43,600	50
33.0	Director, Information Systems	\$49,000	\$41,355	\$52,500	33
34.0	Director, News Bureau	\$29,891	\$22,300	\$38,425	29
35.0	Director, Auxiliary Services	\$43,200	\$36,300	\$50,000	23
36.0	Director, Admissions	\$39,000	\$35,500	\$46,500	42
37.0	Director, Foreign Students	\$29,555	\$25,800	\$36,900	27
38.0	Director, International Studies Education	\$38,000	\$33,020	\$50,000	22
39.0	Director, Student Financial Aid	\$36,936	\$33,784	\$40,475	50
40.0	Director, Student Placement	\$30,666	\$26,800	\$36,200	48
41.0	Director, Student Counseling	\$37,700	\$33,378	\$44,459	43
42.0	Director, Student Union	\$36,800	\$30,000	\$42,450	36
43.0	Director, Student Health Services (Physician Administrator)	\$60,136	\$55,224	\$69,320	44
44.0	Director, Student Health Services (Nurse Administrator)	\$24,138	\$22,440	\$27,700	12
45.0	Director, Student Housing	\$35,685	\$33,200	\$41,691	40
46.0	Director, Athletics	\$58,500	\$52,245	\$63,400	38
47.0	Director, Athletics/Men	\$44,000	\$32,898	\$63,000	10
48.0	Director, Athletics/Women	\$33,180	\$29,220	\$39,770	22
49.0	Director, Campus Recreation/Intramurals	\$31,205	\$27,350	\$36,200	33
50.0	Director, Alumni Affairs	\$42,500	\$36,709	\$48,000	33
51.0	Director, Information Office	\$33,480	\$30,044	\$49,200	16
52.0	Director, Community Services	\$64,950	\$60,000	\$76,680	20
53.0	Administrator, Hospital Medical Center	\$34,700	\$28,982	\$40,000	28
54.0	Director, Publications	\$38,411	\$35,000	\$40,000	32
55.0	Director, Risk Management and Insurance	\$57,000	\$52,600	\$65,000	16
56.0	Chief Planning and Budget Officer	\$66,000	\$61,700	\$70,500	15
57.0	Chief Development and Public Relations Officer	\$48,500	\$35,086	\$49,700	5
58.0	Director, Personnel and Affirmative Action	\$51,230	\$45,000	\$58,000	8
59.0	Director, Admissions and Financial Aid	\$46,320	\$38,750	\$51,250	12
60.0	Director, Housing and Food Services	\$48,400	\$44,000	\$48,500	5
61.0	Director, Development and Alumni Affairs	\$55,356	\$49,200	\$61,384	26
62.0	Dean, Architecture	\$65,200	\$62,925	\$70,600	17
63.0	Dean, Agriculture	\$65,900	\$52,640	\$70,000	5
64.0	Dean, Arts and Letters	\$69,300	\$58,600	\$74,844	35
65.0	Dean, Arts and Sciences	\$67,000	\$61,739	\$72,400	43
66.0	Dean, Business	\$56,000	\$50,000	\$66,000	14
67.0	Dean, Communications	\$50,000	\$41,250	\$56,200	32
68.0	Dean, Continuing Education	\$75,950	\$68,500	\$85,000	20
69.0	Dean, Dentistry	\$58,878	\$54,000	\$63,500	40
70.0	Dean, Education	\$67,500	\$62,000	\$73,900	44
71.0	Dean, Engineering	\$55,500	\$45,350	\$65,500	10
73.0	Dean, Extension	\$55,319	\$48,400	\$60,840	17
74.0	Dean, Fine Arts	\$65,400	\$57,240	\$70,500	39
75.0	Dean, Graduate Programs	\$55,500	\$51,413	\$59,510	10
76.0	Dean, Health Related Professions	\$59,496	\$50,500	\$62,200	14
77.0	Dean, Home Economics	\$58,000	\$50,930	\$64,300	9
78.0	Dean, Humanities	\$73,700	\$69,720	\$85,000	38
80.0	Dean, Law	\$54,000	\$47,695	\$60,000	19
81.0	Dean, Library and Information Sciences	\$55,000	\$46,000	\$66,500	7
82.0	Dean, Mathematics	\$98,832	\$80,361	\$114,000	37
83.0	Dean, Medicine	\$53,000	\$45,295	\$59,500	13
84.0	Dean, Music	\$60,000	\$56,000	\$64,829	27
85.0	Dean, Nursing	\$64,300	\$59,861	\$68,263	23
87.0	Dean, Pharmacy	\$72,000	\$64,300	\$90,949	9
88.0	Dean, Public Health	\$61,583	\$54,900	\$71,700	10
89.0	Dean, Sciences	\$56,760	\$48,330	\$67,032	11
90.0	Dean, Social Sciences	\$55,100	\$52,900	\$58,850	22
91.0	Dean, Social Work	\$56,496	\$52,000	\$65,000	7
93.0	Dean, Undergraduate Programs	\$66,600	\$64,000	\$71,162	13
94.0	Dean, Veterinary Medicine				

Table 57

4-YEAR COLLEGES WITH BUDGETS \$1.49-MILLION OR LESS

MEASURE: Salary. CLASSIFICATION(S): 4-year College. SOURCE(S) OF SUPPORT: Not specified. FTE-ENROLLMENT RANGE: Not specified.
1982/83 BUDGET RANGE: \$1,499,999 or less. CASES SELECTED: 14.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	\$36,806	\$26,750	\$56,351	14
3.0	Executive Vice President	\$18,000	\$16,000	\$26,511	6
4.0	Chief Academic Officer	\$25,860	\$19,950	\$35,300	14
5.0	Chief Business Officer	\$20,748	\$17,000	\$28,000	12
6.0	Chief Student Affairs Officer	\$23,206	\$16,000	\$26,880	10
7.0	Chief Development Officer	\$25,600	\$22,956	\$31,800	11
14.0	Registrar	\$16,250	\$13,484	\$27,300	11
17.0	Director, Library Services	\$16,740	\$12,235	\$25,700	11
36.0	Director, Admissions	\$16,000	\$12,100	\$22,800	8
39.0	Director, Student Financial Aid	\$15,000	\$12,053	\$17,500	8

Table 58

4-YEAR COLLEGES WITH BUDGETS \$1.5-2.49-MILLION

MEASURE: Salary. CLASSIFICATION(S): 4-year College. SOURCE(S) OF SUPPORT: Not specified. FTE-ENROLLMENT RANGE: Not specified.
1982/83 BUDGET RANGE: \$1,500,000 thru \$2,499,999. CASES SELECTED: 25.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	\$36,612	\$32,000	\$42,120	25
4.0	Chief Academic Officer	\$26,690	\$25,000	\$32,535	22
5.0	Chief Business Officer	\$23,500	\$22,340	\$28,585	23
6.0	Chief Student Affairs Officer	\$20,426	\$17,500	\$25,000	22
7.0	Chief Development Officer	\$24,160	\$21,000	\$29,290	18
8.0	Chief Public Relations Officer	\$17,908	\$16,467	\$21,000	14
14.0	Registrar	\$16,897	\$13,170	\$19,200	21
16.0	Director, Learning Resources Center	\$16,548	\$16,000	\$17,900	7
17.0	Director, Library Services	\$18,066	\$15,588	\$20,000	21
24.0	Chaplain	\$15,000	\$13,704	\$16,748	5
25.0	Comptroller	\$17,220	\$12,000	\$19,364	6
28.0	Director, Food Services	\$13,500	\$12,900	\$15,660	6
29.0	Chief Physical Plant/Facilities Management Officer	\$19,926	\$16,900	\$23,433	15
31.0	Director, Bookstore	\$11,000	\$8,840	\$13,246	16
32.0	Director, Campus Security	\$12,000	\$10,165	\$13,200	6
36.0	Director, Admissions	\$20,247	\$16,400	\$22,410	20
39.0	Director, Student Financial Aid	\$15,127	\$12,300	\$18,180	20
40.0	Director, Student Placement	\$17,000	\$15,732	\$18,375	9
44.0	Director, Student Health Services (Nurse Administrator)	\$12,540	\$8,014	\$13,428	8
46.0	Director, Athletics	\$17,400	\$15,687	\$18,700	13
50.0	Director, Alumni Affairs	\$11,932	\$11,000	\$13,626	7

Table 59
4-YEAR COLLEGES WITH BUDGETS \$2.5-4.9-MILLION

MEASURE: Salary. CLASSIFICATION(S): 4-year College. SOURCE(S) OF SUPPORT: Not specified. FTE-ENROLLMENT RANGE: Not specified.
1982/83 BUDGET RANGE: \$2,500,000 thru \$4,999,999. CASES SELECTED: 111.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	\$45,780	\$40,000	\$51,931	100
3.0	Executive Vice President	\$35,000	\$32,000	\$41,239	20
4.0	Chief Academic Officer	\$33,800	\$29,030	\$37,230	100
5.0	Chief Business Officer	\$32,000	\$28,100	\$35,525	101
6.0	Chief Student Affairs Officer	\$25,500	\$22,860	\$29,375	101
7.0	Chief Development Officer	\$29,500	\$25,500	\$33,000	88
8.0	Chief Public Relations Officer	\$17,750	\$15,000	\$21,000	64
9.0	Chief Planning Officer	\$30,432	\$24,000	\$35,000	11
10.0	Chief Personnel/Human Resources Officer	\$15,600	\$13,416	\$20,592	11
12.0	Chief Budgeting Officer	\$25,050	\$23,100	\$26,648	9
14.0	Registrar	\$19,396	\$16,260	\$22,541	101
15.0	Director, Church Relations	\$15,000	\$11,370	\$19,746	10
16.0	Director, Learning Resources Center	\$16,533	\$14,146	\$20,325	30
17.0	Director, Library Services	\$20,420	\$18,000	\$22,842	99
18.0	Director, Computer Center	\$21,518	\$17,771	\$25,620	55
19.0	Director, Educational Media Services	\$15,090	\$12,000	\$18,250	33
20.0	Director, Institutional Research	\$19,500	\$14,000	\$26,650	14
21.0	Director, Special and Deferred Gifts	\$20,800	\$18,500	\$26,226	5
22.0	Administrator, Grants and Contracts	\$21,200	\$18,000	\$23,762	11
24.0	Chaplain	\$15,000	\$10,600	\$19,075	44
25.0	Comptroller	\$20,700	\$17,600	\$24,924	36
27.0	Bursar	\$16,500	\$13,871	\$18,700	15
28.0	Director, Food Services	\$18,500	\$17,000	\$20,835	19
29.0	Chief Physical Plant/Facilities Management Officer	\$21,560	\$19,500	\$24,768	68
30.0	Director, Purchasing	\$15,000	\$12,700	\$16,896	13
31.0	Director, Bookstore	\$12,300	\$10,500	\$14,076	73
32.0	Director, Campus Security	\$12,960	\$11,648	\$15,612	34
33.0	Director, Information Systems	\$18,500	\$14,902	\$20,349	8
34.0	Director, News Bureau	\$15,318	\$12,786	\$18,000	13
36.0	Director, Admissions	\$22,000	\$18,893	\$26,550	100
39.0	Director, Student Financial Aid	\$17,000	\$15,500	\$19,040	101
40.0	Director, Student Placement	\$16,000	\$14,500	\$18,000	61
41.0	Director, Student Counseling	\$16,310	\$15,136	\$19,678	46
42.0	Director, Student Union	\$18,800	\$13,000	\$20,220	13
43.0	Director, Student Health Services (Physician Administrator)	\$11,000	\$8,952	\$14,926	8
44.0	Director, Student Health Services (Nurse Administrator)	\$10,560	\$8,560	\$12,630	49
45.0	Director, Student Housing	\$14,317	\$12,400	\$17,004	46
46.0	Director, Athletics	\$21,300	\$18,500	\$24,000	61
47.0	Director, Athletics/Men	\$21,550	\$13,476	\$23,600	8
48.0	Director, Athletics/Women	\$16,910	\$16,730	\$18,100	10
49.0	Director, Campus Recreation/Intramurals	\$11,550	\$10,469	\$16,300	10
50.0	Director, Alumni Affairs	\$16,000	\$14,000	\$19,362	76
51.0	Director, Information Office	\$16,120	\$13,500	\$18,800	16
52.0	Director, Community Services	\$19,555	\$18,000	\$21,000	10
54.0	Director, Publications	\$15,500	\$14,000	\$20,000	13
57.0	Chief Development and Public Relations Officer	\$24,750	\$22,665	\$30,000	9
58.0	Director, Personnel and Affirmative Action	\$16,700	\$14,000	\$18,000	7
59.0	Director, Admissions and Financial Aid	\$23,000	\$22,470	\$28,900	6
66.0	Dean, Business	\$25,343	\$23,000	\$30,969	17
68.0	Dean, Continuing Education	\$21,000	\$18,968	\$28,500	26
70.0	Dean, Education	\$23,048	\$20,700	\$30,000	15
74.0	Dean, Fine Arts	\$27,632	\$19,515	\$30,292	7
75.0	Dean, Graduate Programs	\$25,512	\$24,000	\$31,020	13
78.0	Dean, Humanities	\$20,871	\$19,847	\$23,595	14
84.0	Dean, Music	\$26,645	\$24,600	\$33,900	5
85.0	Dean, Nursing	\$30,924	\$26,836	\$33,600	14
89.0	Dean, Sciences	\$21,664	\$19,713	\$26,110	14
90.0	Dean, Social Sciences	\$21,000	\$17,089	\$27,844	16
92.0	Dean, Special Programs	\$19,500	\$19,000	\$23,318	5

Table 60
4-YEAR COLLEGES WITH BUDGETS \$5-9.9-MILLION

MEASURE: Salary. CLASSIFICATION(S): 4-year College. SOURCE(S) OF SUPPORT: Not specified. FTE-ENROLLMENT RANGE: Not specified.
1982/83 BUDGET RANGE: \$5,000,000 thru \$9,999,999. CASES SELECTED: 171.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	\$53,100	\$45,744	\$60,000	164
3.0	Executive Vice President	\$37,000	\$30,610	\$41,790	28
4.0	Chief Academic Officer	\$39,500	\$35,000	\$45,000	161
5.0	Chief Business Officer	\$37,800	\$32,489	\$43,725	167
6.0	Chief Student Affairs Officer	\$30,876	\$27,000	\$35,666	165
7.0	Chief Development Officer	\$34,500	\$29,741	\$38,828	118
8.0	Chief Public Relations Officer	\$22,270	\$18,477	\$25,000	98
9.0	Chief Planning Officer	\$32,000	\$27,493	\$37,060	13
10.0	Chief Personnel/Human Resources Officer	\$22,200	\$18,300	\$27,068	47
12.0	Chief Budgeting Officer	\$28,756	\$24,000	\$31,300	17
14.0	Registrar	\$22,700	\$18,981	\$26,454	160
15.0	Director, Church Relations	\$22,000	\$16,050	\$25,100	25
16.0	Director, Learning Resources Center	\$23,005	\$19,500	\$27,058	47
17.0	Director, Library Services	\$24,472	\$21,580	\$28,000	146
18.0	Director, Computer Center	\$24,900	\$21,736	\$30,000	118
19.0	Director, Educational Media Services	\$18,405	\$16,000	\$21,730	57
20.0	Director, Institutional Research	\$24,591	\$19,200	\$33,300	25
21.0	Director, Special and Deferred Gifts	\$23,752	\$22,000	\$28,000	12
22.0	Administrator, Grants and Contracts	\$23,000	\$19,965	\$28,355	15
23.0	Director, Affirmative Action/Equal Employment	\$27,295	\$18,000	\$30,624	8
24.0	Chaplain	\$18,500	\$14,800	\$22,500	65
25.0	Comptroller	\$24,939	\$22,000	\$29,000	100
26.0	Director, Internal Audit	\$22,316	\$17,800	\$25,675	10
27.0	Bursar	\$17,880	\$14,706	\$20,736	27
28.0	Director, Food Services	\$22,890	\$20,500	\$27,200	46
29.0	Chief Physical Plant/Facilities Management Officer	\$26,000	\$22,476	\$29,004	130
30.0	Director, Purchasing	\$18,733	\$15,739	\$23,214	58
31.0	Director, Bookstore	\$15,000	\$12,600	\$18,600	116
32.0	Director, Campus Security	\$16,016	\$14,235	\$19,752	74
33.0	Director, Information Systems	\$20,000	\$19,500	\$29,200	10
34.0	Director, News Bureau	\$17,257	\$13,750	\$21,058	19
35.0	Director, Auxiliary Services	\$20,500	\$19,165	\$25,700	26
36.0	Director, Admissions	\$26,100	\$22,087	\$29,400	144
37.0	Director, Foreign Students	\$19,202	\$15,400	\$23,690	6
38.0	Director, International Studies Education	\$22,680	\$21,129	\$25,000	10
39.0	Director, Student Financial Aid	\$21,125	\$18,019	\$24,314	159
40.0	Director, Student Placement	\$19,604	\$16,500	\$23,800	127
41.0	Director, Student Counseling	\$19,760	\$17,000	\$23,336	92
42.0	Director, Student Union	\$19,297	\$15,000	\$22,266	42
43.0	Director, Student Health Services (Physician Administrator)	\$23,925	\$16,000	\$31,876	25
44.0	Director, Student Health Services (Nurse Administrator)	\$13,964	\$12,180	\$15,900	95
45.0	Director, Student Housing	\$17,350	\$14,475	\$20,520	95
46.0	Director, Athletics	\$26,000	\$21,358	\$29,800	107
47.0	Director, Athletics/Men	\$24,400	\$18,500	\$29,000	14
48.0	Director, Athletics/Women	\$16,900	\$15,100	\$21,000	23
49.0	Director, Campus Recreation/Intramurals	\$17,010	\$12,500	\$19,932	31
50.0	Director, Alumni Affairs	\$19,071	\$16,000	\$22,800	103
51.0	Director, Information Office	\$19,500	\$17,885	\$23,400	33
52.0	Director, Community Services	\$22,500	\$16,800	\$27,440	20
54.0	Director, Publications	\$18,000	\$14,953	\$20,000	30
57.0	Chief Development and Public Relations Officer	\$34,642	\$31,500	\$36,200	17
58.0	Director, Personnel and Affirmative Action	\$21,000	\$18,200	\$23,326	24
59.0	Director, Admissions and Financial Aid	\$29,500	\$24,887	\$34,000	15
61.0	Director, Development and Alumni Affairs	\$25,000	\$23,527	\$28,318	10
64.0	Dean, Arts and Letters	\$29,538	\$24,200	\$30,726	10
65.0	Dean, Arts and Sciences	\$36,218	\$27,725	\$40,499	19
66.0	Dean, Business	\$30,948	\$25,399	\$38,662	46
67.0	Dean, Communications	\$25,112	\$24,551	\$30,433	6
68.0	Dean, Continuing Education	\$27,752	\$22,300	\$32,698	58
70.0	Dean, Education	\$28,770	\$25,213	\$35,929	50
71.0	Dean, Engineering	\$37,300	\$23,515	\$40,200	7
74.0	Dean, Fine Arts	\$27,726	\$23,775	\$29,600	24
75.0	Dean, Graduate Programs	\$33,800	\$25,350	\$42,800	15
76.0	Dean, Health Related Professions	\$25,900	\$19,688	\$37,300	11
78.0	Dean, Humanities	\$26,792	\$23,440	\$32,412	29
82.0	Dean, Mathematics	\$24,050	\$20,235	\$28,866	14
84.0	Dean, Music	\$25,050	\$20,225	\$28,100	12
85.0	Dean, Nursing	\$30,088	\$27,500	\$34,765	28
86.0	Dean, Occupation Studies/Vocational Education/Technology	\$32,016	\$29,286	\$38,134	11
89.0	Dean, Sciences	\$29,000	\$24,650	\$33,510	42
90.0	Dean, Social Sciences	\$25,447	\$22,625	\$31,788	39
92.0	Dean, Special Programs	\$23,000	\$18,150	\$29,550	11

Table 61
4-YEAR COLLEGES WITH BUDGETS \$10-24.9-MILLION

MEASURE: Salary. CLASSIFICATION(S): 4-year College. SOURCE(S) OF SUPPORT: Not specified. FTE-ENROLLMENT RANGE: Not specified.
1982/83 BUDGET RANGE: \$10,000,000 thru \$24,999,999. CASES SELECTED: 142.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	\$62,094	\$56,175	\$70,525	136
3.0	Executive Vice President	\$48,072	\$42,332	\$50,645	28
4.0	Chief Academic Officer	\$48,000	\$43,600	\$53,700	134
5.0	Chief Business Officer	\$45,900	\$40,250	\$52,100	136
6.0	Chief Student Affairs Officer	\$37,450	\$32,500	\$43,000	135
7.0	Chief Development Officer	\$42,200	\$35,393	\$48,000	99
8.0	Chief Public Relations Officer	\$27,894	\$24,250	\$34,080	82
9.0	Chief Planning Officer	\$36,000	\$32,600	\$42,750	14
10.0	Chief Personnel/Human Resources Officer	\$27,300	\$22,200	\$30,850	88
11.0	Chief Health Professions Officer	\$43,831	\$17,386	\$44,964	5
12.0	Chief Budgeting Officer	\$32,700	\$25,510	\$36,600	34
13.0	Director, Legal Services	\$30,250	\$29,130	\$49,000	7
14.0	Registrar	\$27,953	\$24,500	\$32,250	137
15.0	Director, Church Relations	\$21,800	\$16,630	\$29,250	9
16.0	Director, Learning Resources Center	\$24,850	\$19,374	\$32,340	38
17.0	Director, Library Services	\$33,000	\$27,953	\$38,376	131
18.0	Director, Computer Center	\$32,960	\$28,400	\$37,000	115
19.0	Director, Educational Media Services	\$21,211	\$18,960	\$25,764	54
20.0	Director, Institutional Research	\$27,953	\$23,852	\$32,580	47
21.0	Director, Special and Deferred Gifts	\$27,000	\$24,000	\$31,640	19
22.0	Administrator, Grants and Contracts	\$25,230	\$22,881	\$33,252	27
23.0	Director, Affirmative Action/Equal Employment	\$24,000	\$21,433	\$31,771	25
24.0	Chaplain	\$24,000	\$18,000	\$28,600	52
25.0	Comptroller	\$31,898	\$27,000	\$37,000	109
26.0	Director, Internal Audit	\$22,360	\$19,341	\$24,300	16
27.0	Bursar	\$19,500	\$16,500	\$24,960	34
28.0	Director, Food Services	\$28,000	\$25,000	\$30,000	41
29.0	Chief Physical Plant/Facilities Management Officer	\$33,000	\$28,900	\$35,086	123
30.0	Director, Purchasing	\$23,276	\$19,877	\$26,000	82
31.0	Director, Bookstore	\$18,900	\$15,000	\$23,500	98
32.0	Director, Campus Security	\$21,811	\$18,179	\$24,500	117
33.0	Director, Information Systems	\$26,728	\$21,700	\$34,000	7
34.0	Director, News Bureau	\$19,075	\$15,875	\$22,500	41
35.0	Director, Auxiliary Services	\$26,600	\$22,714	\$30,000	32
36.0	Director, Admissions	\$32,100	\$28,512	\$36,700	127
37.0	Director, Foreign Students	\$24,000	\$17,160	\$30,000	15
38.0	Director, International Studies Education	\$31,700	\$22,045	\$37,715	13
39.0	Director, Student Financial Aid	\$25,450	\$22,700	\$29,238	135
40.0	Director, Student Placement	\$23,363	\$20,400	\$27,250	128
41.0	Director, Student Counseling	\$27,360	\$23,200	\$31,816	103
42.0	Director, Student Union	\$20,900	\$17,311	\$27,799	66
43.0	Director, Student Health Services (Physician Administrator)	\$38,250	\$27,467	\$47,070	46
44.0	Director, Student Health Services (Nurse Administrator)	\$16,500	\$13,901	\$20,000	74
45.0	Director, Student Housing	\$20,520	\$17,450	\$25,000	119
46.0	Director, Athletics	\$32,200	\$28,120	\$36,430	107
47.0	Director, Athletics/Men	\$28,572	\$23,000	\$35,590	14
48.0	Director, Athletics/Women	\$21,500	\$18,000	\$24,300	28
49.0	Director, Campus Recreation/Intramurals	\$21,410	\$15,550	\$24,200	40
50.0	Director, Alumni Affairs	\$23,912	\$19,656	\$29,059	105
51.0	Director, Information Office	\$24,444	\$18,921	\$28,302	46
52.0	Director, Community Services	\$28,444	\$25,136	\$38,108	11
54.0	Director, Publications	\$22,052	\$19,360	\$26,299	47
56.0	Chief Planning and Budget Officer	\$32,736	\$27,901	\$40,000	8
57.0	Chief Development and Public Relations Officer	\$46,000	\$37,576	\$53,800	23
58.0	Director, Personnel and Affirmative Action	\$30,781	\$26,300	\$41,000	25
59.0	Director, Admissions and Financial Aid	\$34,000	\$33,000	\$40,000	10
61.0	Director, Development and Alumni Affairs	\$31,500	\$28,350	\$38,725	11
64.0	Dean, Arts and Letters	\$37,000	\$29,100	\$42,000	10
65.0	Dean, Arts and Sciences	\$44,427	\$39,550	\$48,072	35
66.0	Dean, Business	\$45,000	\$37,460	\$48,660	38
68.0	Dean, Continuing Education	\$34,000	\$26,740	\$39,650	51
70.0	Dean, Education	\$42,000	\$36,474	\$47,000	32
71.0	Dean, Engineering	\$34,000	\$32,400	\$40,125	5
74.0	Dean, Fine Arts	\$36,200	\$26,250	\$43,872	10
75.0	Dean, Graduate Programs	\$36,606	\$33,982	\$45,284	46
76.0	Dean, Health Related Professions	\$38,000	\$30,030	\$45,600	6
77.0	Dean, Home Economics	\$25,750	\$23,303	\$40,800	6
78.0	Dean, Humanities	\$35,377	\$32,256	\$42,400	7
82.0	Dean, Mathematics	\$25,014	\$22,790	\$29,335	6
84.0	Dean, Music	\$26,879	\$22,170	\$37,600	10
85.0	Dean, Nursing	\$38,500	\$35,761	\$39,950	16
86.0	Dean, Occupation Studies/Vocational Education/Technology	\$38,000	\$28,400	\$43,900	5
89.0	Dean, Sciences	\$39,550	\$27,500	\$42,300	12
90.0	Dean, Social Sciences	\$27,950	\$26,560	\$37,829	8
91.0	Dean, Social Work	\$32,213	\$27,022	\$37,590	5
92.0	Dean, Special Programs	\$33,100	\$33,100	\$38,100	6
93.0	Dean, Undergraduate Programs	\$40,000	\$34,500	\$46,300	15

TABLE 62
4-YEAR COLLEGES WITH BUDGETS \$25-MILLION OR MORE

MEASURE: Salary. CLASSIFICATION(S): 4-year College. SOURCE(S) OF SUPPORT: Not specified. FTE-ENROLLMENT RANGE: Not specified.
1982/83 BUDGET RANGE: \$25,000,000 thru \$999,999,999. CASES SELECTED: 36.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	\$64,940	\$55,500	\$76,000	30
3.0	Executive Vice President	\$59,605	\$51,974	\$67,600	6
4.0	Chief Academic Officer	\$54,495	\$48,770	\$61,000	31
5.0	Chief Business Officer	\$54,032	\$48,098	\$58,100	31
6.0	Chief Student Affairs Officer	\$48,098	\$44,206	\$49,824	32
7.0	Chief-Development Officer	\$42,992	\$36,200	\$52,000	23
8.0	Chief Public Relations Officer	\$29,600	\$25,470	\$38,355	22
9.0	Chief Planning Officer	\$42,699	\$34,845	\$54,000	7
10.0	Chief Personnel/Human Resources Officer	\$33,500	\$29,000	\$35,761	28
12.0	Chief Budgeting Officer	\$37,137	\$27,814	\$42,834	21
13.0	Director, Legal Services	\$43,500	\$33,193	\$49,058	7
14.0	Registrar	\$33,859	\$30,697	\$38,991	34
16.0	Director, Learning Resources Center	\$29,033	\$21,803	\$34,000	14
17.0	Director, Library Services	\$42,360	\$37,000	\$45,136	34
18.0	Director, Computer Center	\$40,000	\$38,406	\$43,613	22
19.0	Director, Educational Media Services	\$34,156	\$24,300	\$37,137	15
20.0	Director, Institutional Research	\$36,100	\$29,973	\$40,945	21
21.0	Director, Special and Deferred Gifts	\$29,400	\$29,000	\$33,310	6
22.0	Administrator, Grants and Contracts	\$33,193	\$26,184	\$36,000	22
23.0	Director, Affirmative Action/Equal Employment	\$30,552	\$26,426	\$34,059	18
24.0	Chaplain	\$14,820	\$7,660	\$29,023	5
25.0	Comptroller	\$39,500	\$34,613	\$42,300	25
26.0	Director, Internal Audit	\$28,588	\$21,000	\$33,193	7
27.0	Bursar	\$28,093	\$21,100	\$30,336	21
28.0	Director, Food Services	\$32,000	\$26,000	\$36,000	11
29.0	Chief Physical Plant/Facilities Management Officer	\$37,452	\$32,400	\$41,769	32
30.0	Director, Purchasing	\$24,500	\$21,800	\$30,800	27
31.0	Director, Bookstore	\$26,714	\$19,230	\$29,647	15
32.0	Director, Campus Security	\$25,300	\$23,764	\$31,000	32
33.0	Director, Information Systems	\$38,991	\$33,400	\$45,500	18
34.0	Director, News Bureau	\$25,500	\$21,108	\$28,986	13
35.0	Director, Auxiliary Services	\$31,490	\$29,735	\$38,991	17
36.0	Director, Admissions	\$34,112	\$31,894	\$38,662	32
37.0	Director, Foreign Students	\$25,720	\$24,534	\$29,559	7
38.0	Director, International Studies Education	\$30,600	\$27,886	\$31,309	5
39.0	Director, Student Financial Aid	\$29,300	\$27,231	\$32,496	33
40.0	Director, Student Placement	\$27,267	\$25,428	\$33,684	31
41.0	Director, Student Counseling	\$29,940	\$25,550	\$35,849	27
42.0	Director, Student Union	\$28,000	\$23,394	\$33,684	16
43.0	Director, Student Health Services (Physician Administrator)	\$47,805	\$42,191	\$53,533	15
44.0	Director, Student Health Services (Nurse Administrator)	\$22,367	\$18,360	\$27,901	14
45.0	Director, Student Housing	\$24,359	\$20,755	\$31,764	22
46.0	Director, Athletics	\$35,850	\$28,954	\$40,945	25
48.0	Director, Athletics/Women	\$23,683	\$20,365	\$27,416	7
49.0	Director, Campus Recreation/Intramurals	\$23,328	\$17,520	\$27,623	15
50.0	Director, Alumni Affairs	\$25,500	\$22,628	\$29,928	32
51.0	Director, Information Office	\$28,956	\$24,355	\$31,536	11
54.0	Director, Publications	\$26,988	\$25,000	\$30,265	17
57.0	Chief Development and Public Relations Officer	\$41,000	\$39,807	\$54,754	6
58.0	Director, Personnel and Affirmative Action	\$33,983	\$33,000	\$35,000	6
65.0	Dean, Arts and Sciences	\$48,000	\$45,000	\$52,000	20
66.0	Dean, Business	\$49,639	\$45,516	\$61,000	15
68.0	Dean, Continuing Education	\$45,000	\$38,000	\$45,826	21
70.0	Dean, Education	\$47,676	\$45,516	\$52,147	18
71.0	Dean, Engineering	\$49,759	\$46,750	\$60,610	6
74.0	Dean, Fine Arts	\$48,064	\$45,516	\$49,759	6
75.0	Dean, Graduate Programs	\$47,917	\$45,516	\$55,190	14
76.0	Dean, Health Related Professions	\$49,520	\$47,917	\$58,500	6
85.0	Dean, Nursing	\$44,273	\$43,438	\$59,600	7
89.0	Dean, Sciences	\$45,935	\$45,226	\$51,558	6
92.0	Dean, Special Programs	\$36,000	\$32,950	\$42,390	5
93.0	Dean, Undergraduate Programs	\$51,500	\$49,759	\$51,800	5

Table 63

PRIVATE 4-YEAR COLLEGES WITH BUDGETS \$1.49-MILLION OR LESS

MEASURE: Salary. CLASSIFICATION(S): 4-year College. SOURCE(S) OF SUPPORT: All Private. FTE-ENROLLMENT RANGE: Not specified.
1982/83 BUDGET RANGE: \$1,499,999 or less. CASES SELECTED: 13.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	\$36,806	\$26,750	\$49,544	13
3.0	Executive Vice President	\$18,000	\$16,000	\$26,511	6
4.0	Chief Academic Officer	\$25,860	\$19,950	\$27,216	13
5.0	Chief Business Officer	\$20,748	\$17,000	\$28,000	11
6.0	Chief Student Affairs Officer	\$24,834	\$16,000	\$26,880	9
7.0	Chief Development Officer	\$25,600	\$22,956	\$31,800	11
14.0	Registrar	\$16,250	\$13,484	\$27,300	11
17.0	Director, Library Services	\$16,100	\$12,235	\$18,360	10
36.0	Director, Admissions	\$16,000	\$12,100	\$22,800	8
39.0	Director, Student Financial Aid	\$15,000	\$12,053	\$17,500	8

Table 64
PRIVATE 4-YEAR COLLEGES WITH BUDGETS \$1.5-2.49-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** All Private. **FTE-ENROLLMENT RANGE:** Not specified.
1982/83 BUDGET RANGE: \$1,500,000 thru \$2,499,999. **CASES SELECTED:** 24.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	\$36,000	\$31,482	\$42,120	24
4.0	Chief Academic Officer	\$26,690	\$25,000	\$32,100	21
5.0	Chief Business Officer	\$23,300	\$22,340	\$28,000	22
6.0	Chief Student Affairs Officer	\$20,426	\$17,500	\$24,460	21
7.0	Chief Development Officer	\$24,160	\$21,000	\$29,290	18
8.0	Chief Public Relations Officer	\$17,908	\$16,467	\$21,000	14
14.0	Registrar	\$16,400	\$12,332	\$17,500	20
16.0	Director, Learning Resources Center	\$16,548	\$16,000	\$17,900	7
17.0	Director, Library Services	\$17,090	\$15,250	\$19,652	20
24.0	Chaplain	\$15,000	\$13,704	\$16,748	5
25.0	Comptroller	\$17,220	\$12,000	\$19,364	6
28.0	Director, Food Services	\$13,500	\$12,900	\$15,660	6
29.0	Chief Physical Plant/Facilities Management Officer	\$18,960	\$16,900	\$23,148	14
31.0	Director, Bookstore	\$11,000	\$8,840	\$13,246	16
32.0	Director, Campus Security	\$12,000	\$10,165	\$13,200	6
36.0	Director, Admissions	\$20,247	\$16,400	\$22,410	19
39.0	Director, Student Financial Aid	\$15,500	\$12,300	\$19,080	19
40.0	Director, Student Placement	\$16,000	\$14,000	\$18,375	8
44.0	Director, Student Health Services (Nurse Administrator)	\$12,540	\$8,014	\$13,428	8
46.0	Director, Athletics	\$17,000	\$15,510	\$18,327	12
50.0	Director, Alumni Affairs	\$11,932	\$11,000	\$13,626	7

Table 65
PRIVATE 4-YEAR COLLEGES WITH BUDGETS \$2.5-4.9-MILLION

MEASURE: Salary. CLASSIFICATION(S): 4-year College. SOURCE(S) OF SUPPORT: All Private. FTE-ENROLLMENT RANGE: Not specified.
1982/83 BUDGET RANGE: \$2,500,000 thru \$4,999,999. CASES SELECTED: 102.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	\$45,000	\$39,550	\$51,000	91
3.0	Executive Vice President	\$35,000	\$32,000	\$41,239	19
4.0	Chief Academic Officer	\$33,000	\$28,571	\$36,000	92
5.0	Chief Business Officer	\$32,000	\$28,000	\$35,000	92
6.0	Chief Student Affairs Officer	\$25,020	\$22,680	\$29,000	92
7.0	Chief Development Officer	\$29,375	\$25,500	\$33,000	86
8.0	Chief Public Relations Officer	\$17,340	\$15,000	\$20,600	58
9.0	Chief Planning Officer	\$30,631	\$24,000	\$35,000	9
10.0	Chief Personnel/Human Resources Officer	\$15,360	\$13,416	\$15,700	9
12.0	Chief Budgeting Officer	\$24,300	\$22,529	\$26,648	8
14.0	Registrar	\$19,191	\$16,230	\$21,600	93
15.0	Director, Church Relations	\$15,000	\$11,370	\$19,746	10
16.0	Director, Learning Resources Center	\$16,533	\$14,146	\$19,550	29
17.0	Director, Library Services	\$20,034	\$17,915	\$22,680	91
18.0	Director, Computer Center	\$20,250	\$17,000	\$25,000	48
19.0	Director, Educational Media Services	\$13,021	\$12,000	\$17,200	29
20.0	Director, Institutional Research	\$19,500	\$14,000	\$26,650	14
21.0	Director, Special and Deferred Gifts	\$20,800	\$18,500	\$26,226	5
22.0	Administrator, Grants and Contracts	\$20,901	\$18,000	\$22,626	10
24.0	Chaplain	\$15,000	\$10,600	\$19,075	44
25.0	Comptroller	\$20,700	\$17,600	\$24,924	33
27.0	Bursar	\$16,320	\$13,871	\$18,500	14
28.0	Director, Food Services	\$18,500	\$17,000	\$20,835	18
29.0	Chief Physical Plant/Facilities Management Officer	\$21,500	\$18,850	\$24,620	61
30.0	Director, Purchasing	\$14,000	\$12,500	\$16,896	11
31.0	Director, Bookstore	\$12,000	\$10,500	\$14,000	69
32.0	Director, Campus Security	\$12,700	\$11,500	\$14,860	32
33.0	Director, Information Systems	\$18,325	\$14,902	\$19,075	6
34.0	Director, News Bureau	\$14,500	\$12,115	\$18,000	12
36.0	Director, Admissions	\$22,000	\$19,000	\$26,550	92
39.0	Director, Student Financial Aid	\$16,945	\$15,300	\$18,900	93
40.0	Director, Student Placement	\$15,800	\$14,472	\$18,000	58
41.0	Director, Student Counseling	\$16,275	\$15,100	\$19,500	43
42.0	Director, Student Union	\$14,850	\$8,500	\$20,117	11
43.0	Director, Student Health Services (Physician Administrator)	\$11,000	\$8,952	\$14,926	8
44.0	Director, Student Health Services (Nurse Administrator)	\$10,000	\$8,213	\$12,436	46
45.0	Director, Student Housing	\$14,298	\$12,162	\$16,000	44
46.0	Director, Athletics	\$20,700	\$17,820	\$23,500	55
47.0	Director, Athletics/Men	\$21,550	\$13,476	\$23,600	8
48.0	Director, Athletics/Women	\$16,910	\$16,730	\$18,100	10
49.0	Director, Campus Recreation/Intramurals	\$11,550	\$10,469	\$12,500	9
50.0	Director, Alumni Affairs	\$16,000	\$14,000	\$19,362	74
51.0	Director, Information Office	\$16,000	\$13,500	\$18,800	13
52.0	Director, Community Services	\$13,555	\$13,000	\$20,300	7
54.0	Director, Publications	\$14,146	\$13,800	\$19,500	12
57.0	Chief Development and Public Relations Officer	\$24,750	\$22,665	\$30,000	9
58.0	Director, Personnel and Affirmative Action	\$16,000	\$14,000	\$16,700	5
59.0	Director, Admissions and Financial Aid	\$23,000	\$22,470	\$28,900	6
66.0	Dean, Business	\$23,600	\$21,831	\$30,969	13
68.0	Dean, Continuing Education	\$21,000	\$17,800	\$28,500	23
70.0	Dean, Education	\$20,800	\$20,375	\$23,048	10
74.0	Dean, Fine Arts	\$26,984	\$19,515	\$27,632	5
75.0	Dean, Graduate Programs	\$25,512	\$24,000	\$31,020	13
78.0	Dean, Humanities	\$20,780	\$18,700	\$23,093	11
85.0	Dean, Nursing	\$30,924	\$26,836	\$33,600	13
89.0	Dean, Sciences	\$21,070	\$19,328	\$23,360	11
90.0	Dean, Social Sciences	\$20,871	\$17,089	\$25,915	13
92.0	Dean, Special Programs	\$19,500	\$19,000	\$25,318	5

Table 66

PRIVATE 4-YEAR COLLEGES WITH BUDGETS \$5-7.49-MILLION

MEASURE: Salary. CLASSIFICATION(S): 4-year College. SOURCE(S) OF SUPPORT: All Private. FTE-ENROLLMENT RANGE: Not specified.
1982/83 BUDGET RANGE: \$5,000,000 thru \$7,499,999. CASES SELECTED: 77.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	\$50,000	\$43,500	\$56,900	74
3.0	Executive Vice President	\$34,642	\$30,000	\$37,450	12
4.0	Chief Academic Officer	\$37,000	\$33,250	\$40,700	73
5.0	Chief Business Officer	\$35,000	\$29,500	\$40,200	75
6.0	Chief Student Affairs Officer	\$27,000	\$24,000	\$30,800	73
7.0	Chief Development Officer	\$34,386	\$29,680	\$37,576	60
8.0	Chief Public Relations Officer	\$20,609	\$17,520	\$24,000	53
9.0	Chief Planning Officer	\$28,896	\$20,425	\$31,400	5
10.0	Chief Personnel/Human Resources Officer	\$21,100	\$17,246	\$22,000	9
14.0	Registrar	\$21,000	\$18,078	\$25,042	73
15.0	Director, Church Relations	\$20,000	\$15,500	\$24,910	15
16.0	Director, Learning Resources Center	\$22,000	\$21,055	\$25,990	20
17.0	Director, Library Services	\$23,000	\$20,000	\$24,640	65
18.0	Director, Computer Center	\$22,400	\$20,130	\$24,335	48
19.0	Director, Educational Media Services	\$16,400	\$13,743	\$18,357	19
20.0	Director, Institutional Research	\$19,260	\$19,000	\$32,000	8
21.0	Director, Special and Deferred Gifts	\$26,739	\$23,752	\$27,500	5
22.0	Administrator, Grants and Contracts	\$23,000	\$19,965	\$25,000	8
24.0	Chaplain	\$16,000	\$12,500	\$21,500	36
25.0	Comptroller	\$22,840	\$20,000	\$26,800	49
27.0	Bursar	\$18,500	\$14,706	\$19,440	12
28.0	Director, Food Services	\$22,140	\$20,500	\$24,961	21
29.0	Chief Physical Plant/Facilities Management Officer	\$23,203	\$20,900	\$25,980	53
30.0	Director, Purchasing	\$15,739	\$15,210	\$19,536	16
31.0	Director, Bookstore	\$14,000	\$11,500	\$17,205	53
32.0	Director, Campus Security	\$15,160	\$12,449	\$17,280	23
34.0	Director, News Bureau	\$15,422	\$13,750	\$18,000	6
35.0	Director, Auxiliary Services	\$19,300	\$18,360	\$21,500	12
36.0	Director, Admissions	\$25,300	\$21,800	\$28,400	66
39.0	Director, Student Financial Aid	\$19,000	\$16,300	\$21,708	68
40.0	Director, Student Placement	\$17,000	\$15,730	\$19,600	53
41.0	Director, Student Counseling	\$18,900	\$15,200	\$21,000	41
42.0	Director, Student Union	\$16,000	\$12,840	\$18,600	14
43.0	Director, Student Health Services (Physician Administrator)	\$17,180	\$12,272	\$27,580	7
44.0	Director, Student Health Services (Nurse Administrator)	\$13,400	\$11,550	\$15,000	44
45.0	Director, Student Housing	\$14,980	\$13,800	\$17,700	42
46.0	Director, Athletics	\$23,200	\$17,637	\$25,967	45
47.0	Director, Athletics/Men	\$16,016	\$15,175	\$21,665	6
48.0	Director, Athletics/Women	\$15,500	\$14,100	\$16,830	9
49.0	Director, Campus Recreation/Intramurals	\$12,500	\$8,700	\$17,010	13
50.0	Director, Alumni Affairs	\$17,750	\$15,500	\$20,300	56
51.0	Director, Information Office	\$18,735	\$17,067	\$23,345	10
52.0	Director, Community Services	\$21,600	\$16,800	\$23,000	9
54.0	Director, Publications	\$16,500	\$14,800	\$19,000	12
57.0	Chief Development and Public Relations Officer	\$33,200	\$30,590	\$36,500	10
58.0	Director, Personnel and Affirmative Action	\$18,200	\$16,000	\$21,091	10
59.0	Director, Admissions and Financial Aid	\$28,600	\$21,550	\$31,000	8
61.0	Director, Development and Alumni Affairs	\$24,000	\$17,500	\$28,318	5
65.0	Dean, Arts and Sciences	\$27,725	\$24,546	\$33,268	6
66.0	Dean, Business	\$27,783	\$23,787	\$30,520	14
68.0	Dean, Continuing Education	\$24,000	\$20,448	\$28,394	24
70.0	Dean, Education	\$25,213	\$23,200	\$28,400	16
74.0	Dean, Fine Arts	\$26,354	\$23,775	\$28,750	10
75.0	Dean, Graduate Programs	\$25,330	\$23,760	\$30,000	6
78.0	Dean, Humanities	\$23,440	\$21,200	\$25,450	12
84.0	Dean, Music	\$23,760	\$18,179	\$32,000	7
85.0	Dean, Nursing	\$30,000	\$23,846	\$32,200	11
89.0	Dean, Sciences	\$24,650	\$22,840	\$27,300	14
90.0	Dean, Social Sciences	\$22,600	\$20,000	\$25,000	14
92.0	Dean, Special Programs	\$19,795	\$17,270	\$24,710	8

Table 67
PRIVATE 4-YEAR COLLEGES WITH BUDGETS \$7.5-9.9-MILLION

MEASURE: Salary. CLASSIFICATION(S): 4-year College. SOURCE(S) OF SUPPORT: All Private. FTE-ENROLLMENT RANGE: Not specified.
1982/83 BUDGET RANGE: \$7,500,000 thru \$9,999,999. CASES SELECTED: 51.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	\$57,000	\$51,000	\$65,000	49
3.0	Executive Vice President	\$37,000	\$30,352	\$42,500	8
4.0	Chief Academic Officer	\$41,500	\$37,000	\$46,700	51
5.0	Chief Business Officer	\$40,660	\$36,000	\$46,500	49
6.0	Chief Student Affairs Officer	\$32,120	\$30,000	\$36,200	49
7.0	Chief Development Officer	\$37,400	\$32,655	\$43,600	43
8.0	Chief Public Relations Officer	\$23,190	\$20,000	\$25,000	27
9.0	Chief Planning Officer	\$33,000	\$32,000	\$33,400	5
10.0	Chief Personnel/Human Resources Officer	\$22,099	\$18,480	\$29,500	19
14.0	Registrar	\$22,700	\$19,800	\$26,300	49
15.0	Director, Church Relations	\$25,100	\$18,500	\$29,900	10
16.0	Director, Learning Resources Center	\$21,720	\$19,152	\$23,530	6
17.0	Director, Library Services	\$26,500	\$23,075	\$28,500	46
18.0	Director, Computer Center	\$27,300	\$23,301	\$31,300	34
19.0	Director, Educational Media Services	\$18,568	\$15,750	\$21,730	19
20.0	Director, Institutional Research	\$19,000	\$18,574	\$22,100	6
21.0	Director, Special and Deferred Gifts	\$22,236	\$21,000	\$22,000	7
24.0	Chaplain	\$20,750	\$17,600	\$24,000	28
25.0	Comptroller	\$26,910	\$22,500	\$30,000	37
27.0	Bursar	\$16,080	\$14,070	\$24,100	5
28.0	Director, Food Services	\$26,750	\$22,000	\$29,000	15
29.0	Chief Physical Plant/Facilities Management Officer	\$27,300	\$25,000	\$30,300	39
30.0	Director, Purchasing	\$20,250	\$16,800	\$24,745	17
31.0	Director, Bookstore	\$15,531	\$13,143	\$18,600	35
32.0	Director, Campus Security	\$16,060	\$14,900	\$18,700	24
33.0	Director, Information Systems	\$20,000	\$19,500	\$25,704	5
34.0	Director, News Bureau	\$18,000	\$16,200	\$22,000	13
35.0	Director, Auxiliary Services	\$18,200	\$17,500	\$31,800	6
36.0	Director, Admissions	\$27,500	\$23,500	\$31,072	48
38.0	Director, International Studies Education	\$23,879	\$21,129	\$26,382	7
39.0	Director, Student Financial Aid	\$21,423	\$19,075	\$25,000	50
40.0	Director, Student Placement	\$20,374	\$18,361	\$22,200	41
41.0	Director, Student Counseling	\$19,500	\$18,000	\$22,072	26
42.0	Director, Student Union	\$19,297	\$15,000	\$21,000	11
43.0	Director, Student Health Services (Physician Administrator)	\$23,000	\$16,000	\$26,500	8
44.0	Director, Student Health Services (Nurse Administrator)	\$15,000	\$12,292	\$16,481	31
45.0	Director, Student Housing	\$17,350	\$14,000	\$20,326	33
46.0	Director, Athletics	\$27,950	\$24,054	\$30,910	32
47.0	Director, Athletics/Men	\$26,489	\$24,400	\$27,450	5
48.0	Director, Athletics/Women	\$17,890	\$16,000	\$21,500	13
49.0	Director, Campus Recreation/Intramurals	\$13,000	\$12,537	\$18,500	5
50.0	Director, Alumni Affairs	\$21,500	\$18,790	\$24,150	36
51.0	Director, Information Office	\$20,200	\$18,500	\$23,435	10
52.0	Director, Community Services	\$20,500	\$13,840	\$24,774	6
54.0	Director, Publications	\$19,264	\$15,180	\$20,800	15
66.0	Dean, Business	\$25,399	\$20,846	\$40,000	7
68.0	Dean, Continuing Education	\$29,008	\$25,665	\$34,000	10
70.0	Dean, Education	\$28,602	\$24,604	\$31,620	7
74.0	Dean, Fine Arts	\$27,726	\$24,250	\$35,175	5
78.0	Dean, Humanities	\$28,780	\$28,602	\$37,000	6
89.0	Dean, Sciences	\$29,475	\$20,520	\$42,300	8
90.0	Dean, Social Sciences	\$26,853	\$22,625	\$36,060	6

Table 68

PRIVATE 4-YEAR COLLEGES WITH BUDGETS \$10-MILLION OR MORE

MEASURE: Salary. CLASSIFICATION(S): 4-year College. SOURCE(S) OF SUPPORT: All Private. FTE-ENROLLMENT RANGE: Not specified.
1982/83 BUDGET RANGE: \$10,000,000 or more. CASES SELECTED: 116.

POS	TITLE	MED.	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	\$68,000	\$60,000	\$77,000	105
3.0	Executive Vice President	\$48,500	\$43,400	\$57,500	21
4.0	Chief Academic Officer	\$49,300	\$43,860	\$55,300	105
5.0	Chief Business Officer	\$47,620	\$41,400	\$56,500	106
6.0	Chief Student Affairs Officer	\$37,000	\$32,500	\$43,700	109
7.0	Chief Development Officer	\$43,000	\$36,000	\$49,500	96
8.0	Chief Public Relations Officer	\$28,200	\$25,000	\$34,650	69
9.0	Chief Planning Officer	\$36,000	\$32,600	\$38,854	6
10.0	Chief Personnel/Human Resources Officer	\$27,300	\$22,700	\$32,260	66
11.0	Chief Health Professions Officer	\$29,925	\$17,386	\$49,932	6
12.0	Chief Budgeting Officer	\$33,000	\$25,425	\$39,204	19
13.0	Director, Legal Services	\$41,064	\$30,000	\$49,000	8
14.0	Registrar	\$27,700	\$23,913	\$32,130	111
15.0	Director, Church Relations	\$21,800	\$16,630	\$29,250	10
16.0	Director, Learning Resources Center	\$21,800	\$18,000	\$31,350	27
17.0	Director, Library Services	\$32,200	\$27,000	\$37,600	107
18.0	Director, Computer Center	\$32,700	\$28,400	\$37,235	85
19.0	Director, Educational Media Services	\$21,175	\$18,255	\$24,300	39
20.0	Director, Institutional Research	\$25,777	\$23,756	\$32,000	30
21.0	Director, Special and Deferred Gifts	\$29,282	\$24,640	\$31,640	21
22.0	Administrator, Grants and Contracts	\$26,107	\$22,881	\$35,856	23
23.0	Director, Affirmative Action/Equal Employment	\$21,580	\$18,000	\$27,234	11
24.0	Chaplain	\$24,000	\$16,900	\$28,600	56
25.0	Comptroller	\$32,657	\$28,000	\$38,500	102
26.0	Director, Internal Audit	\$22,400	\$19,341	\$24,300	13
27.0	Bursar	\$19,569	\$17,700	\$25,300	32
28.0	Director, Food Services	\$28,400	\$25,000	\$32,000	41
29.0	Chief Physical Plant/Facilities Management Officer	\$39,660	\$29,000	\$37,805	100
30.0	Director, Purchasing	\$23,000	\$19,877	\$26,500	60
31.0	Director, Bookstore	\$19,230	\$15,000	\$24,800	79
32.0	Director, Campus Security	\$21,600	\$18,190	\$24,225	98
33.0	Director, Information Systems	\$34,000	\$29,800	\$38,000	15
34.0	Director, News Bureau	\$20,000	\$16,585	\$22,550	36
35.0	Director, Auxiliary Services	\$29,619	\$23,500	\$32,300	25
36.0	Director, Admissions	\$32,939	\$29,570	\$38,310	105
37.0	Director, Foreign Students	\$24,000	\$18,880	\$30,000	14
38.0	Director, International Studies Education	\$26,750	\$22,045	\$37,025	12
39.0	Director, Student Financial Aid	\$25,500	\$22,865	\$29,702	108
40.0	Director, Student Placement	\$22,245	\$20,316	\$25,800	104
41.0	Director, Student Counseling	\$25,550	\$22,000	\$31,475	81
42.0	Director, Student Union	\$18,750	\$16,500	\$27,500	45
43.0	Director, Student Health Services (Physician Administrator)	\$38,800	\$27,467	\$49,250	32
44.0	Director, Student Health Services (Nurse Administrator)	\$16,500	\$13,750	\$19,500	65
45.0	Director, Student Housing	\$20,000	\$16,750	\$24,500	98
46.0	Director, Athletics	\$32,400	\$28,000	\$36,950	83
47.0	Director, Athletics/Men	\$28,100	\$21,949	\$35,000	12
48.0	Director, Athletics/Women	\$19,639	\$17,000	\$23,749	26
49.0	Director, Campus Recreation/Intramurals	\$20,000	\$13,500	\$24,200	28
50.0	Director, Alumni Affairs	\$25,450	\$21,355	\$30,600	93
51.0	Director, Information Office	\$24,800	\$19,000	\$29,272	40
52.0	Director, Community Services	\$27,505	\$21,300	\$30,780	7
54.0	Director, Publications	\$23,150	\$20,000	\$27,500	47
56.0	Chief Planning and Budget Officer	\$32,736	\$27,901	\$38,994	7
57.0	Chief Development and Public Relations Officer	\$51,000	\$46,000	\$55,722	18
58.0	Director, Personnel and Affirmative Action	\$33,000	\$26,300	\$41,000	21
59.0	Director, Admissions and Financial Aid	\$37,000	\$33,000	\$41,000	11
61.0	Director, Development and Alumni Affairs	\$34,600	\$28,210	\$50,820	7
62.0	Dean, Architecture	\$27,350	\$26,400	\$32,155	5
64.0	Dean, Arts and Letters	\$38,678	\$28,980	\$40,000	7
65.0	Dean, Arts and Sciences	\$43,870	\$39,500	\$49,140	22
66.0	Dean, Business	\$42,900	\$35,000	\$54,860	21
67.0	Dean, Communications	\$35,750	\$25,795	\$45,200	6
68.0	Dean, Continuing Education	\$32,500	\$25,000	\$41,000	39
70.0	Dean, Education	\$38,000	\$29,859	\$55,000	11
71.0	Dean, Engineering	\$34,000	\$32,400	\$48,500	6
74.0	Dean, Fine Arts	\$36,200	\$26,250	\$40,000	7
75.0	Dean, Graduate Programs	\$35,500	\$32,600	\$46,550	30
84.0	Dean, Music	\$37,260	\$22,170	\$43,000	9
85.0	Dean, Nursing	\$38,500	\$35,761	\$39,000	9
89.0	Dean, Sciences	\$39,550	\$27,055	\$41,600	7
90.0	Dean, Social Sciences	\$27,950	\$27,200	\$35,675	5
92.0	Dean, Special Programs	\$33,100	\$32,950	\$38,100	7
93.0	Dean, Undergraduate Programs	\$40,000	\$34,200	\$52,000	15

Table 69

2-YEAR COLLEGES WITH BUDGETS \$1.49-MILLION OR LESS

MEASURE: Salary. CLASSIFICATION(S): 2-year College. SOURCE(S) OF SUPPORT: Not specified. FTE-ENROLLMENT RANGE: Not specified.
1982/83 BUDGET RANGE: \$1,499,999 or less. CASES SELECTED: 26.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	\$36,300	\$30,557	\$43,930	24
4.0	Chief Academic Officer	\$28,100	\$25,000	\$36,500	20
5.0	Chief Business Officer	\$23,500	\$16,500	\$31,543	18
6.0	Chief Student Affairs Officer	\$23,200	\$18,000	\$31,770	20
7.0	Chief Development Officer	\$20,272	\$15,000	\$25,322	8
8.0	Chief Public Relations Officer	\$10,000	\$7,100	\$14,000	6
14.0	Registrar	\$14,055	\$11,843	\$20,000	11
16.0	Director, Learning Resources Center	\$19,200	\$10,788	\$24,055	9
17.0	Director, Library Services	\$15,000	\$14,000	\$19,800	12
28.0	Director, Food Services	\$9,881	\$8,493	\$12,000	5
29.0	Chief Physical Plant/Facilities Management Officer	\$13,220	\$11,266	\$17,000	6
31.0	Director, Bookstore	\$10,000	\$8,000	\$13,624	7
36.0	Director, Admissions	\$19,800	\$10,935	\$22,330	12
39.0	Director, Student Financial Aid	\$15,000	\$10,000	\$21,300	7

Table 70

2-YEAR COLLEGES WITH BUDGETS \$1.5-2.49-MILLION

MEASURE: Salary. CLASSIFICATION(S): 2-year College. SOURCE(S) OF SUPPORT: Not specified. FTE-ENROLLMENT RANGE: Not specified.
1982/83 BUDGET RANGE: \$1,500,000 thru \$2,499,999. CASES SELECTED: 46.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	\$40,660	\$37,692	\$46,000	45
3.0	Executive Vice President	\$29,328	\$25,551	\$37,985	6
4.0	Chief Academic Officer	\$31,979	\$28,320	\$35,504	39
5.0	Chief Business Officer	\$27,325	\$23,902	\$32,425	38
6.0	Chief Student Affairs Officer	\$29,160	\$25,233	\$35,211	38
7.0	Chief Development Officer	\$23,295	\$18,690	\$24,315	8
8.0	Chief Public Relations Officer	\$17,528	\$12,000	\$18,226	8
14.0	Registrar	\$22,152	\$17,627	\$24,948	22
16.0	Director, Learning Resources Center	\$19,692	\$16,000	\$27,103	11
17.0	Director, Library Services	\$22,499	\$19,200	\$26,738	27
18.0	Director, Computer Center	\$22,000	\$18,000	\$23,474	12
19.0	Director, Educational Media Services	\$28,831	\$16,740	\$35,000	5
25.0	Comptroller	\$18,000	\$16,675	\$21,488	6
27.0	Bursar	\$22,000	\$16,783	\$22,238	5
28.0	Director, Food Services	\$12,636	\$9,929	\$18,000	10
29.0	Chief Physical Plant/Facilities Management Officer	\$16,145	\$14,161	\$23,689	11
31.0	Director, Bookstore	\$10,397	\$9,464	\$13,120	14
36.0	Director, Admissions	\$21,940	\$15,400	\$27,852	15
39.0	Director, Student Financial Aid	\$18,187	\$15,000	\$22,243	17
41.0	Director, Student Counseling	\$20,890	\$14,681	\$23,145	12
46.0	Director, Athletics	\$19,785	\$18,085	\$20,800	12
50.0	Director, Alumni Affairs	\$15,033	\$15,000	\$17,275	5
52.0	Director, Community Services	\$24,578	\$23,312	\$29,467	10
59.0	Director, Admissions and Financial Aid	\$26,250	\$19,351	\$27,540	8
68.0	Dean, Continuing Education	\$24,300	\$20,586	\$33,407	6

Table 71

2-YEAR COLLEGES WITH BUDGETS \$2.5-4.9-MILLION

MEASURE: Salary. CLASSIFICATION(S): 2-year College. SOURCE(S) OF SUPPORT: Not specified. FTE-ENROLLMENT RANGE: Not specified.
1982/83 BUDGET RANGE: \$2,500,000 thru \$4,999,999. CASES SELECTED: 115.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	\$45,504	\$41,847	\$49,500	6
2.0	Chief Executive Officer, Single Institution	\$47,500	\$44,200	\$51,543	107
3.0	Executive Vice President	\$46,066	\$43,782	\$46,404	7
4.0	Chief Academic Officer	\$37,700	\$34,600	\$40,000	104
5.0	Chief Business Officer	\$34,850	\$31,608	\$37,500	105
6.0	Chief Student Affairs Officer	\$33,247	\$30,000	\$36,318	106
7.0	Chief Development Officer	\$27,855	\$24,264	\$31,779	24
8.0	Chief Public Relations Officer	\$19,100	\$15,968	\$24,100	36
9.0	Chief Planning Officer	\$30,480	\$26,367	\$33,816	8
10.0	Chief Personnel/Human Resources Officer	\$19,591	\$16,146	\$25,753	10
12.0	Chief Budgeting Officer	\$26,903	\$22,516	\$28,896	5
14.0	Registrar	\$25,682	\$21,192	\$29,879	80
16.0	Director, Learning Resources Center	\$26,116	\$22,908	\$30,250	62
17.0	Director, Library Service	\$24,490	\$21,216	\$27,865	77
18.0	Director, Computer Center	\$24,500	\$19,884	\$29,013	47
19.0	Director, Educational Media Services	\$21,480	\$16,700	\$25,162	30
20.0	Director, Institutional Research	\$26,545	\$20,124	\$29,042	24
22.0	Administrator, Grants and Contracts	\$27,115	\$20,644	\$29,228	7
25.0	Comptroller	\$25,030	\$20,810	\$27,845	33
27.0	Bursar	\$17,500	\$16,127	\$18,246	5
28.0	Director, Food Services	\$15,565	\$13,032	\$19,200	16
29.0	Chief Physical Plant/Facilities Management Officer	\$23,704	\$21,000	\$26,088	44
30.0	Director, Purchasing	\$19,823	\$16,630	\$23,010	14
31.0	Director, Bookstore	\$14,712	\$11,803	\$17,115	46
32.0	Director, Campus Security	\$14,693	\$12,797	\$18,019	14
33.0	Director, Information Systems	\$24,770	\$13,200	\$26,485	5
35.0	Director, Auxiliary Services	\$21,450	\$18,620	\$24,243	9
36.0	Director, Admissions	\$24,420	\$21,778	\$29,198	44
39.0	Director, Student Financial Aid	\$22,283	\$19,296	\$25,506	80
40.0	Director, Student Placement	\$21,764	\$19,550	\$24,000	20
41.0	Director, Student Counseling	\$25,300	\$22,540	\$29,413	46
44.0	Director, Student Health Services (Nurse Administrator)	\$14,870	\$11,330	\$21,392	22
45.0	Director, Student Housing	\$15,000	\$12,400	\$22,050	8
46.0	Director, Athletics	\$25,485	\$20,500	\$27,900	40
49.0	Director, Campus Recreation/Intramurals	\$18,040	\$11,440	\$24,605	7
50.0	Director, Alumni Affairs	\$14,000	\$13,314	\$17,050	10
51.0	Director, Information Office	\$19,992	\$17,965	\$23,640	15
52.0	Director, Community Services	\$25,920	\$21,914	\$30,081	40
58.0	Director, Personnel and Affirmative Action	\$22,986	\$17,840	\$25,779	18
59.0	Director, Admissions and Financial Aid	\$26,000	\$20,600	\$27,719	9
65.0	Dean, Arts and Sciences	\$30,615	\$28,728	\$32,000	7
66.0	Dean, Business	\$28,800	\$25,357	\$30,142	24
68.0	Dean, Continuing Education	\$28,061	\$23,113	\$32,429	43
71.0	Dean, Engineering	\$32,110	\$32,045	\$34,212	6
76.0	Dean, Health Related Professions	\$33,295	\$25,380	\$34,560	10
78.0	Dean, Humanities	\$27,557	\$24,657	\$32,198	22
82.0	Dean, Mathematics	\$24,518	\$18,980	\$32,929	7
85.0	Dean, Nursing	\$27,915	\$26,000	\$31,473	11
86.0	Dean, Occupation Studies/Vocational Education/Technology	\$32,850	\$27,389	\$35,425	30
89.0	Dean, Sciences	\$30,122	\$23,628	\$31,616	17
90.0	Dean, Social Sciences	\$25,129	\$20,405	\$31,100	14
92.0	Dean, Special Programs	\$27,130	\$19,653	\$33,336	7

Table 72
2-YEAR COLLEGES WITH BUDGETS \$5-9.9-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified.
1982/83 BUDGET RANGE: \$5,000,000 thru \$9,999,999. **CASES SELECTED:** 126.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	\$47,098	\$46,500	\$50,200	8
2.0	Chief Executive Officer, Single Institution	\$50,319	\$47,000	\$55,000	116
3.0	Executive Vice President	\$44,306	\$39,374	\$45,750	12
4.0	Chief Academic Officer	\$40,708	\$38,198	\$43,731	114
5.0	Chief Business Officer	\$38,000	\$34,584	\$41,980	119
6.0	Chief Student Affairs Officer	\$36,500	\$32,763	\$40,256	119
7.0	Chief Development Officer	\$28,980	\$25,000	\$32,500	20
8.0	Chief Public Relations Officer	\$23,592	\$19,500	\$29,739	44
9.0	Chief Planning Officer	\$32,907	\$29,000	\$38,050	15
10.0	Chief Personnel/Human Resources Officer	\$27,482	\$23,000	\$32,045	34
11.0	Chief Health Professions Officer	\$30,114	\$25,000	\$35,123	8
12.0	Chief Budgeting Officer	\$26,750	\$22,000	\$34,430	19
14.0	Registrar	\$27,972	\$22,800	\$32,316	80
16.0	Director, Learning Resources Center	\$30,822	\$27,250	\$35,036	75
17.0	Director, Library Services	\$28,453	\$23,626	\$32,508	63
18.0	Director, Computer Center	\$28,800	\$26,237	\$31,646	75
19.0	Director, Educational Media Services	\$24,256	\$20,933	\$28,897	39
20.0	Director, Institutional Research	\$28,200	\$23,929	\$32,508	34
22.0	Administrator, Grants and Contracts	\$24,624	\$20,537	\$29,610	18
23.0	Director, Affirmative Action/Equal Employment	\$27,482	\$24,877	\$30,632	9
25.0	Comptroller	\$27,450	\$25,004	\$30,900	51
26.0	Director, Internal Audit	\$25,408	\$18,775	\$26,160	5
27.0	Bursar	\$17,433	\$15,400	\$22,909	5
28.0	Director, Food Services	\$19,450	\$16,925	\$21,950	14
29.0	Chief Physical Plant/Facilities Management Officer	\$27,401	\$23,810	\$32,000	72
30.0	Director, Purchasing	\$20,650	\$15,907	\$25,145	34
31.0	Director, Bookstore	\$17,046	\$14,840	\$19,700	67
32.0	Director, Campus Security	\$18,425	\$16,144	\$24,739	27
33.0	Director, Information Systems	\$36,099	\$24,792	\$39,050	6
35.0	Director, Auxiliary Services	\$25,285	\$19,350	\$28,800	12
36.0	Director, Admissions	\$26,800	\$24,063	\$29,198	63
39.0	Director, Student Financial Aid	\$24,704	\$21,348	\$28,600	92
40.0	Director, Student Placement	\$22,920	\$19,008	\$26,205	46
41.0	Director, Student Counseling	\$27,580	\$25,080	\$32,820	69
42.0	Director, Student Union	\$23,979	\$21,850	\$26,550	13
44.0	Director, Student Health Services (Nurse Administrator)	\$17,655	\$14,976	\$21,390	20
45.0	Director, Student Housing	\$16,036	\$13,606	\$17,449	12
46.0	Director, Athletics	\$28,434	\$24,288	\$33,033	48
49.0	Director, Campus Recreation/Intramurals	\$30,000	\$24,274	\$33,045	9
50.0	Director, Alumni Affairs	\$15,550	\$14,100	\$19,600	8
51.0	Director, Information Office	\$22,050	\$18,110	\$24,983	22
52.0	Director, Community Services	\$29,623	\$25,434	\$34,704	52
57.0	Chief Development and Public Relations Officer	\$33,000	\$30,122	\$34,629	7
58.0	Director, Personnel and Affirmative Action	\$27,167	\$22,070	\$30,790	24
59.0	Director, Admissions and Financial Aid	\$28,080	\$26,814	\$32,621	9
63.0	Dean, Agriculture	\$23,725	\$23,000	\$33,686	6
64.0	Dean, Arts and Letters	\$33,392	\$31,740	\$34,761	9
65.0	Dean, Arts and Sciences	\$33,676	\$32,346	\$35,400	21
66.0	Dean, Business	\$33,365	\$30,000	\$36,720	56
67.0	Dean, Communications	\$32,249	\$27,900	\$34,200	15
68.0	Dean, Continuing Education	\$33,189	\$28,835	\$37,180	50
71.0	Dean, Engineering	\$35,500	\$31,519	\$37,960	11
73.0	Dean, Extension	\$32,508	\$29,952	\$38,419	6
74.0	Dean, Fine Arts	\$26,280	\$20,634	\$34,521	5
76.0	Dean, Health Related Professions	\$33,761	\$29,201	\$35,610	25
78.0	Dean, Humanities	\$32,545	\$29,800	\$35,263	26
79.0	Dean, Instruction	\$37,134	\$36,806	\$44,333	6
82.0	Dean, Mathematics	\$33,686	\$28,041	\$37,960	18
85.0	Dean, Nursing	\$28,268	\$26,315	\$32,547	28
86.0	Dean, Occupation Studies/Vocational Education/Technology	\$34,901	\$31,476	\$39,100	55
89.0	Dean, Sciences	\$31,880	\$27,640	\$35,221	30
90.0	Dean, Social Sciences	\$31,868	\$28,400	\$35,278	35
92.0	Dean, Special Programs	\$29,655	\$25,920	\$31,132	12
93.0	Dean, Undergraduate Programs	\$35,421	\$33,122	\$39,136	5

Table 73
2-YEAR COLLEGES WITH BUDGETS \$10-14.9-MILLION

MEASURE: Salary. CLASSIFICATION(S): 2-year College. SOURCE(S) OF SUPPORT: Not specified. FTE-ENROLLMENT RANGE: Not specified.
1982/83 BUDGET RANGE: \$10,000,000 thru \$14,999,999. CASES SELECTED: 42.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	\$54,000	\$47,000	\$57,750	6
2.0	Chief Executive Officer, Single Institution	\$55,010	\$51,675	\$59,784	35
3.0	Executive Vice President	\$43,400	\$40,920	\$48,600	8
4.0	Chief Academic Officer	\$45,000	\$41,726	\$48,814	39
5.0	Chief Business Officer	\$40,553	\$36,339	\$45,535	41
6.0	Chief Student Affairs Officer	\$42,712	\$33,380	\$45,535	39
7.0	Chief Development Officer	\$32,100	\$29,105	\$36,733	8
8.0	Chief Public Relations Officer	\$25,000	\$23,616	\$27,733	16
9.0	Chief Planning Officer	\$34,000	\$31,800	\$40,165	11
10.0	Chief Personnel/Human Resources Officer	\$32,100	\$26,570	\$40,895	16
11.0	Chief Health Professions Officer	\$32,100	\$30,976	\$35,700	5
12.0	Chief Budgeting Officer	\$30,400	\$21,419	\$33,930	9
14.0	Registrar	\$30,100	\$23,468	\$32,520	29
16.0	Director, Learning Resources Center	\$33,954	\$28,943	\$39,852	25
17.0	Director, Library Services	\$32,813	\$27,420	\$34,240	18
18.0	Director, Computer Center	\$32,697	\$30,816	\$35,000	25
19.0	Director, Educational Media Services	\$23,740	\$21,904	\$27,543	15
20.0	Director, Institutional Research	\$28,910	\$24,000	\$33,095	12
22.0	Administrator, Grants and Contracts	\$28,910	\$21,944	\$32,875	6
25.0	Comptroller	\$31,144	\$23,547	\$35,529	20
27.0	Bursar	\$19,026	\$14,945	\$25,420	5
28.0	Director, Food Services	\$22,344	\$21,266	\$24,233	5
29.0	Chief Physical Plant/Facilities Management Officer	\$30,500	\$28,083	\$35,991	23
30.0	Director, Purchasing	\$25,688	\$20,492	\$28,455	21
31.0	Director, Bookstore	\$24,163	\$20,304	\$25,296	25
32.0	Director, Campus Security	\$21,710	\$18,480	\$22,956	20
33.0	Director, Information Systems	\$34,334	\$33,150	\$37,781	8
35.0	Director, Auxiliary Services	\$27,019	\$23,199	\$32,100	5
36.0	Director, Admissions	\$29,945	\$26,049	\$36,025	22
39.0	Director, Student Financial Aid	\$28,910	\$24,412	\$31,453	35
40.0	Director, Student Placement	\$27,320	\$21,596	\$30,192	18
41.0	Director, Student Counseling	\$30,581	\$28,000	\$32,929	24
42.0	Director, Student Union	\$24,650	\$22,755	\$31,600	8
44.0	Director, Student Health Services (Nurse Administrator)	\$21,887	\$20,000	\$25,471	15
45.0	Director, Student Housing	\$21,787	\$17,420	\$22,720	5
46.0	Director, Athletics	\$33,634	\$31,164	\$36,102	19
51.0	Director, Information Office	\$22,877	\$21,100	\$23,360	11
52.0	Director, Community Services	\$33,000	\$25,434	\$36,328	16
58.0	Director, Personnel and Affirmative Action	\$30,291	\$24,511	\$36,245	7
64.0	Dean, Arts and Letters	\$33,000	\$29,900	\$35,923	6
65.0	Dean, Arts and Sciences	\$39,531	\$32,100	\$48,385	7
66.0	Dean, Business	\$34,850	\$30,907	\$38,451	22
67.0	Dean, Communications	\$31,350	\$29,000	\$33,662	11
68.0	Dean, Continuing Education	\$33,800	\$32,000	\$40,405	21
71.0	Dean, Engineering	\$31,000	\$28,941	\$33,340	6
76.0	Dean, Health Related Professions	\$34,793	\$32,547	\$40,091	9
78.0	Dean, Humanities	\$36,328	\$34,606	\$38,235	8
82.0	Dean, Mathematics	\$38,255	\$33,695	\$39,309	8
85.0	Dean, Nursing	\$27,500	\$26,015	\$37,804	6
86.0	Dean, Occupation Studies/Vocational Education/Technology	\$37,931	\$36,686	\$48,044	14
89.0	Dean, Sciences	\$38,150	\$33,203	\$40,410	14
90.0	Dean, Social Sciences	\$36,650	\$34,259	\$38,255	17
92.0	Dean, Special Programs	\$29,791	\$27,864	\$38,603	8

Table 74

2-YEAR COLLEGES WITH BUDGETS \$15-MILLION OR MORE

MEASURE: Salary. CLASSIFICATION(S): 2-year College. SOURCE(S) OF SUPPORT: Not specified. FTE-ENROLLMENT RANGE: Not specified.
1982/83 BUDGET RANGE: \$15,000,000 or more. CASES SELECTED: 94.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	\$61,943	\$59,060	\$70,000	29
2.0	Chief Executive Officer, Single Institution	\$58,320	\$55,000	\$63,600	71
3.0	Executive Vice President	\$52,820	\$48,422	\$56,063	26
4.0	Chief Academic Officer	\$48,250	\$43,223	\$52,000	77
5.0	Chief Business Officer	\$48,042	\$44,100	\$52,141	86
6.0	Chief Student Affairs Officer	\$44,746	\$40,000	\$49,808	74
7.0	Chief Development Officer	\$40,300	\$32,535	\$45,042	26
8.0	Chief Public Relations Officer	\$34,545	\$30,200	\$38,707	57
9.0	Chief Planning Officer	\$43,242	\$38,362	\$48,028	24
10.0	Chief Personnel/Human Resources Officer	\$39,000	\$35,002	\$43,746	63
11.0	Chief Health Professions Officer	\$40,180	\$32,090	\$48,301	10
12.0	Chief Budgeting Officer	\$35,506	\$33,084	\$42,961	32
13.0	Director, Legal Services	\$40,300	\$30,380	\$42,902	9
14.0	Registrar	\$35,383	\$31,009	\$40,000	66
16.0	Director, Learning Resources Center	\$37,945	\$34,980	\$41,225	49
17.0	Director, Library Services	\$36,300	\$31,548	\$41,280	52
18.0	Director, Computer Center	\$38,310	\$34,475	\$43,393	70
19.0	Director, Educational Media Services	\$28,600	\$25,980	\$33,000	32
20.0	Director, Institutional Research	\$32,590	\$28,572	\$39,800	52
22.0	Administrator, Grants and Contracts	\$33,585	\$28,153	\$37,632	23
23.0	Director, Affirmative Action/Equal Employment	\$31,440	\$25,070	\$37,236	27
25.0	Comptroller	\$35,900	\$33,500	\$38,952	54
26.0	Director, Internal Audit	\$29,149	\$24,808	\$33,515	28
27.0	Bursar	\$24,939	\$21,256	\$28,954	23
28.0	Director, Food Services	\$29,080	\$25,309	\$33,123	18
29.0	Chief Physical Plant/Facilities Management Officer	\$36,677	\$31,900	\$39,852	80
30.0	Director, Purchasing	\$29,700	\$24,400	\$34,845	66
31.0	Director, Bookstore	\$24,384	\$21,555	\$27,755	41
32.0	Director, Campus Security	\$26,726	\$22,006	\$32,590	51
33.0	Director, Information Systems	\$38,364	\$32,550	\$44,145	19
34.0	Director, News Bureau	\$27,024	\$20,200	\$30,495	7
35.0	Director, Auxiliary Services	\$33,500	\$26,500	\$38,077	19
36.0	Director, Admissions	\$34,278	\$28,999	\$40,284	49
39.0	Director, Student Financial Aid	\$31,700	\$28,000	\$35,735	72
40.0	Director, Student Placement	\$27,235	\$23,328	\$31,944	44
41.0	Director, Student Counseling	\$35,500	\$32,651	\$39,790	55
42.0	Director, Student Union	\$29,565	\$20,000	\$35,600	16
43.0	Director, Student Health Services (Physician Administrator)	\$48,104	\$26,526	\$56,180	5
44.0	Director, Student Health Services (Nurse Administrator)	\$23,200	\$21,069	\$29,400	21
45.0	Director, Student Housing	\$21,825	\$18,073	\$28,176	6
46.0	Director, Athletics	\$33,893	\$29,853	\$39,940	47
47.0	Director, Athletics/Men	\$31,003	\$20,000	\$37,760	5
48.0	Director, Athletics/Women	\$29,256	\$16,667	\$34,550	7
49.0	Director, Campus Recreation/Intramurals	\$30,991	\$19,128	\$35,775	7
50.0	Director, Alumni Affairs	\$24,305	\$21,577	\$32,676	6
51.0	Director, Information Office	\$27,984	\$25,848	\$32,795	28
52.0	Director, Community Services	\$35,599	\$32,309	\$43,288	44
54.0	Director, Publications	\$23,000	\$21,834	\$30,417	11
55.0	Director, Risk Management and Insurance	\$27,105	\$24,157	\$28,194	9
58.0	Director, Personnel and Affirmative Action	\$31,584	\$28,300	\$36,000	16
64.0	Dean, Arts and Letters	\$38,729	\$30,816	\$43,046	10
65.0	Dean, Arts and Sciences	\$38,729	\$35,865	\$42,090	17
66.0	Dean, Business	\$36,300	\$33,600	\$42,790	40
67.0	Dean, Communications	\$35,512	\$26,757	\$37,300	12
68.0	Dean, Continuing Education	\$40,822	\$35,500	\$46,000	47
71.0	Dean, Engineering	\$35,650	\$33,058	\$37,156	17
73.0	Dean, Extension	\$38,933	\$34,980	\$44,124	9
74.0	Dean, Fine Arts	\$37,900	\$35,977	\$46,501	13
76.0	Dean, Health Related Professions	\$37,300	\$33,312	\$39,940	27
78.0	Dean, Humanities	\$36,097	\$33,298	\$41,000	24
79.0	Dean, Instruction	\$44,133	\$39,325	\$48,696	15
82.0	Dean, Mathematics	\$37,406	\$32,380	\$41,234	17
85.0	Dean, Nursing	\$35,556	\$34,498	\$39,325	20
86.0	Dean, Occupation Studies/Vocational Education/Technology	\$41,234	\$37,960	\$46,860	47
89.0	Dean, Sciences	\$35,705	\$33,758	\$39,719	23
90.0	Dean, Social Sciences	\$36,000	\$31,932	\$39,600	34
92.0	Dean, Special Programs	\$35,241	\$32,523	\$48,217	9

Table 75
COMPARISON BETWEEN INSIDE HIRE AND OUTSIDE HIRE FOR ALL INSTITUTIONS

POS	TITLE	INSIDE HIRE			OUTSIDE HIRE		
		MED	DIFF	N	MED	DIFF	N
1.0	Chief Executive Officer, System	\$66,324		47	\$67,000	1.0%	85
2.0	Chief Executive Officer, Single Institution	\$54,500		400	\$56,000	2.8%	885
3.0	Executive Vice President	\$47,900		184	\$51,797	8.1%	99
4.0	Chief Academic Officer	\$43,846		679	\$45,000	2.6%	599
5.0	Chief Business Officer	\$42,713	4.0%	595	\$41,080		722
6.0	Chief Student Affairs Officer	\$37,500	4.0%	656	\$36,056		609
7.0	Chief Development Officer	\$38,180	1.9%	296	\$37,464		429
8.0	Chief Public Relations Officer	\$31,750	22.1%	255	\$26,000		462
9.0	Chief Planning Officer	\$39,323	5.7%	134	\$37,200		77
10.0	Chief Personnel/Human Resources Officer	\$30,529		305	\$32,045	5.0%	339
11.0	Chief Health Professions Officer	\$66,000	50.6%	53	\$43,831		51
12.0	Chief Budgeting Officer	\$36,129	5.5%	254	\$34,240		148
13.0	Director, Legal Services	\$44,625	4.0%	43	\$42,902		124
14.0	Registrar	\$27,140		706	\$28,000	3.2%	456
15.0	Director, Church Relations	\$21,500	1.7%	19	\$21,150		57
16.0	Director, Learning Resources Center	\$30,146	14.4%	233	\$26,352		278
17.0	Director, Library Services	\$29,268		360	\$30,972	5.8%	733
18.0	Director, Computer Center	\$32,375		375	\$32,598	0.7%	503
19.0	Director, Educational Media Services	\$26,354	11.2%	178	\$23,705		289
20.0	Director, Institutional Research	\$32,496	8.3%	261	\$30,000		202
21.0	Director, Special and Deferred Gifts	\$30,000	2.5%	43	\$29,282		64
22.0	Administrator, Grants and Contracts	\$34,250	5.7%	215	\$32,400		165
23.0	Director, Affirmative Action/Equal Employment	\$30,670	0.2%	177	\$30,612		141
24.0	Chaplain	\$20,736		45	\$20,750	0.1%	202
25.0	Comptroller	\$33,900	4.1%	358	\$32,554		421
26.0	Director, Internal Audit	\$32,079	8.6%	124	\$29,538		176
27.0	Bursar	\$24,396	10.9%	203	\$22,000		121
28.0	Director, Food Services	\$27,500	4.3%	128	\$26,376		224
29.0	Chief Physical Plant/Facilities Management Officer	\$32,765	3.3%	454	\$31,708		566
30.0	Director, Purchasing	\$25,066		376	\$25,810	3.0%	306
31.0	Director, Bookstore	\$18,288		389	\$19,320	5.6%	434
32.0	Director, Campus Security	\$22,956		245	\$24,075	4.9%	492
33.0	Director, Information Systems	\$36,099	8.4%	105	\$33,300		103
34.0	Director, News Bureau	\$24,725	19.7%	91	\$20,650		154
35.0	Director, Auxiliary Services	\$33,228	12.6%	165	\$29,500		122
36.0	Director, Admissions	\$28,674		511	\$29,506	2.9%	459
37.0	Director, Foreign Students	\$24,660	3.3%	77	\$23,879		71
38.0	Director, International Studies Education	\$33,700	34.2%	78	\$25,121		39
39.0	Director, Student Financial Aid	\$25,500	2.0%	562	\$25,000		609
40.0	Director, Student Placement	\$25,812	11.1%	366	\$23,237		457
41.0	Director, Student Counseling	\$29,862	14.6%	373	\$26,060		412
42.0	Director, Student Union	\$27,136	6.7%	204	\$25,423		209
43.0	Director, Student Health Services (Physician Administrator)	\$53,000	15.2%	95	\$46,000		219
44.0	Director, Student Health Services (Nurse Administrator)	\$19,304	21.0%	126	\$15,960		356
45.0	Director, Student Housing	\$25,000	19.0%	259	\$21,000		356
46.0	Director, Athletics	\$31,704		404	\$32,049	1.1%	379
47.0	Director, Athletics/Men	\$30,662	7.3%	59	\$28,585		45
48.0	Director, Athletics/Women	\$26,100	23.8%	108	\$21,090		93
49.0	Director, Campus Recreation/Intramurals	\$24,605	18.9%	153	\$20,689		166
50.0	Director, Alumni Affairs	\$24,305	8.7%	274	\$22,350		356
51.0	Director, Information Office	\$26,200	4.9%	117	\$24,983		237
52.0	Director, Community Services	\$29,917	8.3%	158	\$27,626		115
53.0	Administrator, Hospital Medical Center	\$57,000		15	\$69,500	21.9%	32
54.0	Director, Publications	\$26,000	13.0%	126	\$23,000		169
55.0	Director, Risk Management and Insurance	\$35,000	31.3%	45	\$26,655		35
56.0	Chief Planning and Budget Officer	\$45,800	5.0%	52	\$43,600		30
57.0	Chief Development and Public Relations Officer	\$41,765		69	\$43,000	3.0%	91
58.0	Director, Personnel and Affirmative Action	\$28,800		93	\$28,836	0.1%	111
59.0	Director, Admissions and Financial Aid	\$29,300		71	\$33,495	14.3%	40
60.0	Director, Housing and Food Services	\$38,750	16.5%	24	\$33,262		18
61.0	Director, Development and Alumni Affairs	\$34,419	9.3%	44	\$31,500		38
62.0	Dean, Architecture	\$47,900		34	\$53,300	11.3%	32
63.0	Dean, Agriculture	\$47,848		53	\$49,630	3.7%	39
64.0	Dean, Arts and Letters	\$39,756		78	\$42,480	6.9%	23
65.0	Dean, Arts and Sciences	\$45,516		215	\$48,500	6.6%	144
66.0	Dean, Business	\$40,202		320	\$46,512	15.7%	258
67.0	Dean, Communications	\$32,249		64	\$45,516	41.1%	31
68.0	Dean, Continuing Education	\$36,125	8.5%	344	\$33,300		195
69.0	Dean, Dentistry	\$70,500	2.0%	23	\$69,100		28
70.0	Dean, Education	\$42,996		213	\$46,675	8.6%	176
71.0	Dean, Engineering	\$52,700		127	\$55,100	4.6%	97
73.0	Dean, Extension	\$41,000		46	\$41,725	1.8%	29
74.0	Dean, Fine Arts	\$35,977		91	\$45,780	27.2%	73
75.0	Dean, Graduate Programs	\$45,780		268	\$46,602	1.8%	84
76.0	Dean, Health Related Professions	\$38,050		37	\$40,006	5.1%	71
77.0	Dean, Home Economics	\$39,775		34	\$47,687	19.9%	31
78.0	Dean, Humanities	\$32,814		141	\$36,460	11.1%	49
80.0	Dean, Law	\$67,787		60	\$68,000	0.3%	75
81.0	Dean, Library and Information Sciences	\$43,251		35	\$46,200	6.8%	35
82.0	Dean, Mathematics	\$33,686	4.3%	76	\$32,282		31
83.0	Dean, Medicine	\$88,000	1.5%	43	\$86,700		35
84.0	Dean, Music	\$34,327		48	\$42,165	22.8%	42
85.0	Dean, Nursing	\$35,000		116	\$41,970	19.9%	174
86.0	Dean, Occupation Studies/Vocational Education/Technology	\$37,960	2.8%	134	\$36,912		87
87.0	Dean, Pharmacy	\$59,861	6.2%	21	\$56,350		36
88.0	Dean, Public Health	\$62,500	30.0%	13	\$48,072		6
89.0	Dean, Sciences	\$34,850		198	\$39,400	13.1%	52
90.0	Dean, Social Sciences	\$32,968	0.6%	164	\$32,772		56
91.0	Dean, Social Work	\$50,000		39	\$50,200	0.4%	33
92.0	Dean, Special Programs	\$32,950	17.7%	61	\$28,000		34
93.0	Dean, Undergraduate Programs	\$42,000	2.4%	63	\$41,000		25
94.0	Dean, Veterinary Medicine	\$60,000		12	\$66,600	11.0%	12

Table 76
COMPARISON BETWEEN NON-MINORITIES AND MINORITIES FOR ALL INSTITUTIONS

POS	TITLE	NON-MINORITY			MINORITY		
		MED	DIFF	N	MED	DIFF	N
1.0	Chief Executive Officer, System	\$67,000	7.2%	122	\$62,500		9
2.0	Chief Executive Officer, Single Institution	\$56,000	6.5%	1,209	\$52,600		80
3.0	Executive Vice President	\$49,810	14.3%	257	\$43,575		21
4.0	Chief, Academic Officer	\$44,728	6.2%	1,203	\$42,120		74
5.0	Chief Business Officer	\$41,980	10.1%	1,251	\$38,139		68
6.0	Chief Student Affairs Officer	\$36,500		1,123	\$39,327	8.3%	149
7.0	Chief Development Officer	\$38,000	16.4%	693	\$32,647		29
8.0	Chief Public Relations Officer	\$27,894	2.2%	691	\$27,285		29
9.0	Chief Planning Officer	\$39,153	18.8%	193	\$32,952		18
10.0	Chief Personnel/Human Resources Officer	\$31,500		577	\$32,439	3.0%	67
12.0	Chief Budgeting Officer	\$35,536	20.8%	370	\$29,407		33
13.0	Director, Legal Services	\$43,500	20.8%	155	\$36,002		10
14.0	Registrar	\$27,588	3.3%	1,091	\$26,700		73
16.0	Director, Learning Resources Center	\$28,102		473	\$30,439	8.3%	39
17.0	Director, Library Services	\$30,816	10.2%	1,024	\$27,953		73
18.0	Director, Computer Center	\$32,427	6.3%	828	\$30,500		50
19.0	Director, Educational Media Services	\$24,602	3.7%	439	\$23,720		33
20.0	Director, Institutional Research	\$31,900	11.8%	423	\$28,536		41
22.0	Administrator, Grants and Contracts	\$34,100	25.8%	347	\$27,115		33
23.0	Director, Affirmative Action/Equal Employment	\$28,687		161	\$32,000	11.5%	160
24.0	Chaplain	\$20,750	3.9%	237	\$19,978		10
25.0	Comptroller	\$33,378	4.3%	750	\$32,000		32
26.0	Director, Internal Audit	\$30,925	14.5%	269	\$27,000		27
27.0	Bursar	\$23,311	13.7%	301	\$20,500		25
28.0	Director, Food Services	\$26,850	22.3%	337	\$21,950		22
29.0	Chief Physical Plant/Facilities Management Officer	\$32,300	4.4%	976	\$30,947		50
30.0	Director, Purchasing	\$26,003	25.5%	644	\$20,720		41
31.0	Director, Bookstore	\$18,934	4.0%	776	\$18,200		54
32.0	Director, Campus Security	\$23,800	0.8%	649	\$23,609		95
33.0	Director, Information Systems	\$36,000	20.7%	193	\$29,820		13
34.0	Director, News Bureau	\$22,341	22.8%	237	\$18,186		7
35.0	Director, Auxiliary Services	\$32,200	20.4%	264	\$26,736		22
36.0	Director, Admissions	\$29,362	10.5%	914	\$26,570		62
37.0	Director, Foreign Students	\$24,636	4.1%	133	\$23,675		19
38.0	Director, International Studies Education	\$32,849	19.1%	115	\$27,588		5
39.0	Director, Student Financial Aid	\$25,000		1,011	\$26,568	6.3%	164
40.0	Director, Student Placement	\$24,446	3.6%	760	\$23,605		70
41.0	Director, Student Counseling	\$28,312	6.0%	705	\$26,700		84
42.0	Director, Student Union	\$26,500	13.2%	376	\$23,400		36
43.0	Director, Student Health Services (Physician Administrator)	\$49,175	32.6%	291	\$37,092		25
44.0	Director, Student Health Services (Nurse Administrator)	\$16,536		443	\$18,624	12.6%	42
45.0	Director, Student Housing	\$22,660	9.3%	567	\$20,723		50
46.0	Director, Athletics	\$32,150	7.5%	742	\$29,910		44
48.0	Director, Athletics/Women	\$23,749	18.8%	196	\$19,988		7
49.0	Director, Campus Recreation/Intramurals	\$22,260		294	\$24,000	7.8%	27
50.0	Director, Alumni Affairs	\$23,500	11.9%	596	\$21,000		30
51.0	Director, Information Office	\$25,848	25.9%	347	\$20,525		9
52.0	Director, Community Services	\$28,147		242	\$32,410	15.1%	32
54.0	Director, Publications	\$23,692		286	\$24,500	3.4%	10
58.0	Director, Personnel and Affirmative Action	\$29,066	2.0%	169	\$28,500		37
61.0	Director, Development and Alumni Affairs	\$33,954	9.3%	78	\$31,069		6
63.0	Dean, Agriculture	\$52,500	44.8%	85	\$36,247		8
64.0	Dean, Arts and Letters	\$41,600	7.6%	94	\$38,678		7
65.0	Dean, Arts and Sciences	\$47,550	16.0%	338	\$41,009		21
66.0	Dean, Business	\$44,523	31.0%	544	\$34,000		38
67.0	Dean, Communications	\$35,750		87	\$35,925	0.5%	7
68.0	Dean, Continuing Education	\$35,037		502	\$36,621	4.5%	37
70.0	Dean, Education	\$45,307	18.8%	358	\$38,135		38
71.0	Dean, Engineering	\$54,348	8.9%	213	\$49,888		13
73.0	Dean, Extension	\$41,000	5.3%	70	\$38,933		6
74.0	Dean, Fine Arts	\$42,500	37.0%	157	\$31,022		8
75.0	Dean, Graduate Programs	\$45,860		331	\$48,000	4.7%	25
76.0	Dean, Health Related Professions	\$38,184		153	\$41,564	8.9%	17
77.0	Dean, Home Economics	\$46,700	76.4%	60	\$26,477		6
78.0	Dean, Humanities	\$34,500	6.1%	173	\$32,507		16
81.0	Dean, Library and Information Sciences	\$43,500	14.5%	65	\$38,000		6
82.0	Dean, Mathematics	\$33,686	47.8%	97	\$22,790		8
84.0	Dean, Music	\$39,990	25.0%	81	\$32,000		9
85.0	Dean, Nursing	\$39,056	1.4%	268	\$38,500		25
86.0	Dean, Occupation Studies/Vocational Education/Technology	\$37,752	0.8%	205	\$37,458		13
89.0	Dean, Sciences	\$35,730		229	\$36,494	2.1%	22
90.0	Dean, Social Sciences	\$33,444	13.5%	193	\$29,467		27
91.0	Dean, Social Work	\$50,200	6.8%	56	\$47,000		16
92.0	Dean, Special Programs	\$31,819		71	\$33,662	5.8%	23

Table 77
COMPARISON BETWEEN MALES AND FEMALES FOR ALL INSTITUTIONS

POS	TITLE	MALE			FEMALE		
		MED	DIFF	N	MED	DIFF	N
2.0	Chief Executive Officer, Single Institution	\$56,120	21.3%	1,193	\$46,261		102
3.0	Executive Vice President	\$49,810	20.8%	269	\$41,239		13
4.0	Chief Academic Officer	\$45,000	14.8%	1,116	\$39,200		168
5.0	Chief Business Officer	\$42,070	31.5%	1,251	\$32,000		78
6.0	Chief Student Affairs Officer	\$38,000	18.9%	1,033	\$31,970		247
7.0	Chief Development Officer	\$38,508	28.4%	619	\$30,000		110
8.0	Chief Public Relations Officer	\$32,797	44.3%	433	\$22,724		293
9.0	Chief Planning Officer	\$40,000	20.1%	168	\$33,296		43
10.0	Chief Personnel/Human Resources Officer	\$34,920	42.0%	428	\$24,600		220
11.0	Chief Health Professions Officer	\$69,261	123.6%	73	\$30,976		32
12.0	Chief Budgeting Officer	\$36,032	27.4%	334	\$28,288		71
13.0	Director, Legal Services	\$43,740	4.2%	133	\$41,990		34
14.0	Registrar	\$30,718	38.1%	727	\$22,243		445
15.0	Director, Church Relations	\$21,800	46.8%	68	\$14,850		8
16.0	Director, Learning Resources Center	\$30,646	30.4%	329	\$23,505		186
17.0	Director, Library Services	\$33,931	33.1%	689	\$25,498		419
18.0	Director, Computer Center	\$33,420	48.5%	788	\$22,500		93
19.0	Director, Educational Media Services	\$25,775	37.6%	389	\$18,735		86
20.0	Director, Institutional Research	\$33,750	28.3%	321	\$26,300		145
21.0	Director, Special and Deferred Gifts	\$30,000	14.7%	86	\$26,155		22
22.0	Administrator, Grants and Contracts	\$36,000	45.3%	281	\$24,782		100
23.0	Director, Affirmative Action/Equal Employment	\$32,400	12.9%	120	\$28,687		200
24.0	Chaplain	\$21,290	33.1%	227	\$16,000		24
25.0	Comptroller	\$34,464	43.6%	665	\$24,000		120
26.0	Director, Internal Audit	\$31,634	30.2%	249	\$24,300		51
27.0	Bursar	\$27,125	42.6%	185	\$19,026		143
28.0	Director, Food Services	\$28,537	35.4%	250	\$21,075		110
29.0	Chief Physical Plant/Facilities Management Officer	\$32,100	47.8%	1,019	\$21,715		11
30.0	Director, Purchasing	\$27,894	52.8%	532	\$18,252		155
31.0	Director, Bookstore	\$23,820	60.4%	434	\$14,850		400
32.0	Director, Campus Security	\$24,000	48.7%	726	\$16,144		21
33.0	Director, Information Systems	\$36,500	36.1%	172	\$26,814		36
34.0	Director, News Bureau	\$24,752	24.5%	129	\$19,884		117
35.0	Director, Auxiliary Services	\$33,500	67.5%	250	\$20,000		37
36.0	Director, Admissions	\$30,145	22.5%	764	\$24,600		221
37.0	Director, Foreign Students	\$26,059	31.5%	102	\$19,812		50
38.0	Director, International Studies Education	\$34,598	44.2%	86	\$24,000		35
39.0	Director, Student Financial Aid	\$27,500	32.2%	763	\$20,800		422
40.0	Director, Student Placement	\$27,195	29.4%	471	\$21,021		366
41.0	Director, Student Counseling	\$29,750	28.3%	535	\$23,180		260
42.0	Director, Student Union	\$27,925	42.5%	334	\$19,600		81
43.0	Director, Student Health Services (Physician Administrator)	\$49,268	16.8%	247	\$42,191		69
44.0	Director, Student Health Services (Nurse Administrator)	\$20,000	20.2%	5	\$16,640		482
45.0	Director, Student Housing	\$25,942	44.0%	391	\$18,011		231
46.0	Director, Athletics	\$32,316	60.9%	747	\$20,079		44
48.0	Director, Athletics/Women	\$19,200		9	\$23,800	24.0%	195
49.0	Director, Campus Recreation/Intramurals	\$23,100	29.8%	264	\$17,800		58
50.0	Director, Alumni Affairs	\$26,500	35.2%	333	\$19,600		297
51.0	Director, Information Office	\$28,000	22.4%	188	\$22,877		169
52.0	Director, Community Services	\$31,112	22.3%	162	\$25,434		113
54.0	Director, Publications	\$27,300	27.9%	137	\$21,350		159
55.0	Director, Risk Management and Insurance	\$31,039	17.5%	69	\$26,413		12
56.0	Chief Planning and Budget Officer	\$45,600		77	\$48,356	6.0%	7
57.0	Chief Development and Public Relations Officer	\$43,600	25.9%	133	\$34,642		28
58.0	Director, Personnel and Affirmative Action	\$31,132	41.5%	123	\$22,000		83
59.0	Director, Admissions and Financial Aid	\$33,100	60.9%	95	\$20,568		17
60.0	Director, Housing and Food Services	\$38,000	24.3%	36	\$30,580		6
61.0	Director, Development and Alumni Affairs	\$36,155	38.0%	73	\$26,203		11
64.0	Dean, Arts and Letters	\$42,292	28.2%	79	\$33,000		23
65.0	Dean, Arts and Sciences	\$47,640	16.2%	325	\$41,009		34
66.0	Dean, Business	\$45,073	42.3%	521	\$31,670		61
67.0	Dean, Communications	\$37,856	20.8%	75	\$31,350		21
68.0	Dean, Continuing Education	\$36,750	26.7%	424	\$29,008		119
70.0	Dean, Education	\$45,516	24.3%	333	\$36,618		65
72.0	Dean, Experimental Programs	\$42,000	78.4%	15	\$23,547		5
73.0	Dean, Extension	\$41,725	27.2%	67	\$32,798		9
74.0	Dean, Fine Arts	\$43,872	65.0%	147	\$26,589		20
75.0	Dean, Graduate Programs	\$46,625	10.7%	308	\$42,100		50
76.0	Dean, Health Related Professions	\$43,000	18.2%	102	\$36,370		69
77.0	Dean, Home Economics	\$51,500	17.7%	12	\$43,746		55
78.0	Dean, Humanities	\$35,524	23.4%	145	\$28,780		46
79.0	Dean, Instruction	\$42,900	38.1%	27	\$31,062		5
81.0	Dean, Library and Information Sciences	\$47,192	23.3%	55	\$38,275		16
82.0	Dean, Mathematics	\$33,686	19.2%	92	\$28,258		15
84.0	Dean, Music	\$39,000	55.0%	84	\$25,162		8
85.0	Dean, Nursing	\$34,976		10	\$39,156	12.0%	284
86.0	Dean, Occupation Studies/Vocational Education/Technology	\$37,835	6.2%	203	\$35,626		19
89.0	Dean, Sciences	\$36,500	21.0%	224	\$30,174		30
90.0	Dean, Social Sciences	\$33,463	28.7%	186	\$26,000		36
91.0	Dean, Social Work	\$50,200	8.1%	54	\$46,420		18
92.0	Dean, Special Programs	\$33,100	7.0%	59	\$30,937		37
93.0	Dean, Undergraduate Programs	\$41,711	1.2%	68	\$41,207		20

Table 78
FOUR YEAR COMPARISON OF 573 PARTICIPATING INSTITUTIONS

POS	TITLE	1980 MED	1981 MED	80v81 CHNG	1982 MED	81v82 CHNG	1983 MED	82v83 CHNG	80v83 COMP CHNG
1.0	Chief Executive Officer, System	\$53,151	\$60,500	13.8%	\$64,955	7.4%	\$71,000	9.3%	10.1%
2.0	Chief Executive Officer, Single Institution	\$47,300	\$50,800	7.4%	\$55,000	8.3%	\$60,000	9.1%	8.2%
3.0	Executive Vice President	\$39,660	\$42,757	7.8%	\$47,960	12.2%	\$50,592	5.5%	8.5%
4.0	Chief Academic Officer	\$38,200	\$41,232	7.9%	\$45,000	9.1%	\$48,516	7.8%	8.3%
5.0	Chief Business Officer	\$35,713	\$39,321	10.1%	\$43,142	9.7%	\$46,390	7.5%	9.1%
6.0	Chief Student Affairs Officer	\$30,500	\$33,735	10.6%	\$37,100	10.0%	\$39,800	7.3%	9.3%
7.0	Chief Development Officer	\$31,485	\$34,657	10.1%	\$37,749	8.9%	\$40,426	7.1%	8.7%
8.0	Chief Public Relations Officer	\$23,000	\$27,684	20.4%	\$30,658	10.7%	\$30,900	0.8%	10.3%
9.0	Chief Planning Officer	\$33,200	\$35,000	5.4%	\$38,482	9.9%	\$40,140	4.3%	6.5%
10.0	Chief Personnel/Human Resources Officer	\$25,500	\$28,400	11.4%	\$30,911	8.8%	\$32,783	6.1%	8.7%
11.0	Chief Health Professions Officer	\$50,700	\$51,000	0.6%	\$64,114	25.7%	\$60,996	-4.9%	6.4%
12.0	Chief Budgeting Officer	\$28,000	\$30,530	9.0%	\$33,400	9.4%	\$36,000	7.8%	8.7%
13.0	Director, Legal Services	\$36,278	\$37,720	4.0%	\$41,472	9.9%	\$45,700	10.2%	8.0%
14.0	Registrar	\$22,675	\$24,754	9.2%	\$27,000	9.1%	\$28,961	7.3%	8.5%
17.0	Director, Library Services	\$26,576	\$29,050	9.3%	\$31,219	7.5%	\$33,931	8.7%	8.5%
18.0	Director, Computer Center	\$26,464	\$29,004	9.6%	\$32,000	10.3%	\$34,589	8.1%	9.3%
20.0	Director, Institutional Research	\$26,250	\$27,636	5.3%	\$29,998	8.5%	\$32,640	8.8%	7.5%
22.0	Administrator, Grants and Contracts	\$26,800	\$28,165	5.1%	\$30,909	9.7%	\$34,846	12.7%	9.1%
23.0	Director, Affirmative Action/Equal Employment	\$23,684	\$25,500	7.7%	\$28,623	12.2%	\$30,100	5.2%	8.3%
25.0	Comptroller	\$26,709	\$29,000	8.6%	\$31,485	8.6%	\$34,266	8.8%	8.7%
28.0	Director, Food Services	\$22,400	\$24,501	9.4%	\$26,640	8.7%	\$28,848	8.3%	8.8%
29.0	Chief Physical Plant/Facilities Management Officer	\$25,000	\$27,400	9.6%	\$30,000	9.5%	\$33,792	12.6%	10.6%
30.0	Director, Purchasing	\$21,000	\$22,785	8.5%	\$25,000	9.7%	\$27,100	8.4%	8.9%
31.0	Director, Bookstore	\$16,901	\$18,650	10.3%	\$20,700	11.0%	\$21,950	6.0%	9.1%
32.0	Director, Campus Security	\$19,200	\$20,622	7.4%	\$23,010	11.6%	\$24,800	7.8%	8.9%
33.0	Director, Information Systems	\$29,520	\$33,628	13.9%	\$36,135	7.5%	\$36,780	1.8%	7.6%
35.0	Director, Auxiliary Services	\$28,000	\$29,695	6.1%	\$31,207	5.1%	\$34,000	8.9%	6.7%
36.0	Director, Admissions	\$24,100	\$26,487	9.9%	\$29,000	9.5%	\$30,439	5.0%	8.1%
39.0	Director, Student Financial Aid	\$20,200	\$22,000	8.9%	\$24,450	11.1%	\$26,450	8.2%	9.4%
40.0	Director, Student Placement	\$20,000	\$21,300	6.5%	\$23,250	9.2%	\$25,175	8.3%	8.0%
41.0	Director, Student Counseling	\$23,611	\$25,946	9.9%	\$27,650	6.6%	\$29,600	7.1%	7.8%
42.0	Director, Student Union	\$20,425	\$23,122	13.2%	\$25,289	9.4%	\$28,000	10.7%	11.1%
45.0	Director, Student Housing	\$19,000	\$20,400	7.4%	\$22,660	11.1%	\$25,000	10.3%	9.6%
46.0	Director, Athletics	\$27,992	\$30,764	9.9%	\$33,355	8.4%	\$34,323	2.9%	7.0%
50.0	Director, Alumni Affairs	\$19,260	\$21,375	11.0%	\$22,880	7.0%	\$24,500	7.1%	8.4%
51.0	Director, Information Office	\$20,642	\$21,900	6.1%	\$23,882	9.1%	\$27,365	14.6%	9.9%
52.0	Director, Community Services	\$24,231	\$25,790	6.4%	\$26,920	4.4%	\$28,440	5.6%	5.5%
53.0	Administrator, Hospital Medical Center	\$51,020	\$59,500	16.6%	\$62,900	5.7%	\$64,963	3.3%	8.4%
56.0	Chief Planning and Budget Officer	\$36,600	\$40,000	9.3%	\$41,250	3.1%	\$45,600	10.5%	7.6%
57.0	Chief Development and Public Relations Officer	\$33,800	\$35,310	4.5%	\$38,300	8.5%	\$45,800	19.6%	10.7%
58.0	Director, Personnel and Affirmative Action	\$23,030	\$24,750	7.5%	\$27,000	9.1%	\$30,690	13.7%	10.0%
59.0	Director, Admissions and Financial Aid	\$28,974	\$30,200	4.2%	\$32,500	7.6%	\$35,000	7.7%	6.5%
60.0	Director, Housing and Food Services	\$27,180	\$32,000	17.7%	\$33,780	5.6%	\$36,480	8.0%	10.3%
61.0	Director, Development and Alumni Affairs	\$26,536	\$28,000	5.5%	\$31,881	13.9%	\$33,954	6.5%	8.6%
62.0	Dean, Architecture	\$42,000	\$45,000	7.1%	\$47,428	5.4%	\$51,350	8.3%	6.9%
63.0	Dean, Agriculture	\$41,316	\$45,348	9.8%	\$50,045	10.4%	\$53,500	6.9%	9.0%
64.0	Dean, Arts and Letters	\$35,040	\$36,079	3.0%	\$39,521	9.5%	\$41,600	5.3%	5.9%
65.0	Dean, Arts and Sciences	\$38,500	\$41,178	7.0%	\$45,000	9.3%	\$48,840	8.5%	8.3%
66.0	Dean, Business	\$36,600	\$40,360	10.3%	\$43,500	7.8%	\$47,161	8.4%	8.8%
67.0	Dean, Communications	\$32,122	\$37,500	16.7%	\$38,693	3.2%	\$43,500	12.4%	10.6%
68.0	Dean, Continuing Education	\$30,000	\$33,625	12.1%	\$36,475	8.5%	\$37,180	1.9%	7.4%
69.0	Dean, Dentistry	\$56,500	\$61,822	9.4%	\$65,000	5.1%	\$70,000	7.7%	7.4%
70.0	Dean, Education	\$37,250	\$40,600	9.0%	\$43,730	7.7%	\$46,400	6.1%	7.6%
71.0	Dean, Engineering	\$43,100	\$47,000	9.0%	\$51,500	9.6%	\$56,800	10.3%	9.6%
73.0	Dean, Extension	\$34,450	\$36,700	6.5%	\$36,720	0.1%	\$41,000	11.7%	10.2%
74.0	Dean, Fine Arts	\$33,600	\$36,785	9.5%	\$40,964	11.4%	\$45,000	9.9%	6.0%
75.0	Dean, Graduate Programs	\$37,706	\$40,146	6.5%	\$43,600	8.6%	\$47,100	8.0%	7.7%
76.0	Dean, Health Related Professions	\$33,800	\$36,606	8.3%	\$37,450	2.3%	\$40,300	7.6%	6.0%
77.0	Dean, Home Economics	\$36,500	\$41,200	12.9%	\$44,034	6.9%	\$47,687	8.3%	9.3%
78.0	Dean, Humanities	\$29,011	\$32,022	10.4%	\$33,680	5.2%	\$34,606	2.7%	6.1%
79.0	Dean, Instruction	\$35,400	\$36,322	2.6%	\$41,698	14.8%	\$42,500	1.9%	6.3%
80.0	Dean, Law	\$50,000	\$56,100	12.2%	\$62,000	10.5%	\$68,000	9.7%	10.8%
81.0	Dean, Library and Information Sciences	\$33,000	\$38,494	16.6%	\$38,232	-0.7%	\$43,251	13.1%	9.4%
83.0	Dean, Medicine	\$69,550	\$76,837	10.5%	\$80,000	4.1%	\$86,350	7.9%	7.5%
84.0	Dean, Music	\$31,500	\$35,068	11.3%	\$37,135	5.9%	\$41,255	11.1%	9.4%
85.0	Dean, Nursing	\$32,500	\$36,096	11.1%	\$38,693	7.2%	\$42,400	9.6%	9.3%
86.0	Dean, Occupation Studies/Vocational Education/Technol	\$30,832	\$33,781	9.6%	\$36,147	7.0%	\$38,000	5.1%	7.2%
87.0	Dean, Pharmacy	\$45,200	\$49,500	9.5%	\$53,004	7.1%	\$56,650	6.9%	7.8%
88.0	Dean, Public Health	\$63,000	\$67,700	-10.0%	\$73,140	29.0%	\$71,020	-2.9%	4.1%
89.0	Dean, Sciences	\$32,000	\$34,000	6.3%	\$37,026	8.9%	\$38,219	3.2%	6.1%
90.0	Dean, Social Sciences	\$28,350	\$31,071	9.6%	\$33,953	9.3%	\$34,834	2.6%	7.1%
91.0	Dean, Social Work	\$39,500	\$40,000	1.3%	\$46,275	15.7%	\$50,000	8.0%	8.2%
92.0	Dean, Special Programs	\$31,232	\$25,806	-17.4%	\$30,000	16.3%	\$33,100	10.3%	2.0%
93.0	Dean, Undergraduate Programs	\$34,098	\$38,640	13.3%	\$41,000	6.1%	\$44,557	8.7%	9.3%
94.0	Dean, Veterinary Medicine	\$51,000	\$55,900	9.6%	\$60,000	7.3%	\$65,800	9.7%	8.9%

Table 79
YEARS OF SERVICE BETWEEN NON-MINORITIES AND MINORITIES FOR ALL INSTITUTIONS

POS	TITLE	NON-MINORITY			MINORITY		
		MED	DIFF	N	MED	DIFF	N
1.0	Chief Executive Officer, System	05	66.7%	107	03		8
2.0	Chief Executive Officer, Single Institution	05	25.0%	1,095	04		69
3.0	Executive Vice President	04	33.3%	224	03		18
4.0	Chief Academic Officer	04	33.3%	1,050	03		62
5.0	Chief Business Officer	05	25.0%	1,156	04		60
6.0	Chief Student Affairs Officer	06	100.0%	1,029	03		135
7.0	Chief Development Officer	03		606	04	33.3%	24
8.0	Chief Public Relations Officer	04	33.3%	618	03		26
9.0	Chief Planning Officer	03	50.0%	174	02		16
10.0	Chief Personnel/Human Resources Officer	05	25.0%	522	04		61
12.0	Chief Budgeting Officer	05	66.7%	345	03		31
13.0	Director, Legal Services	05	25.0%	139	04		8
14.0	Registrar	07	16.7%	1,000	06		66
16.0	Director, Learning Resources Center	05	0.0%	441	05	0.0%	35
17.0	Director, Library Services	07	40.0%	940	05		64
18.0	Director, Computer Center	04	33.3%	728	03		36
19.0	Director, Educational Media Services	05	25.0%	402	04		32
20.0	Director, Institutional Research	04	0.0%	383	04	0.0%	35
22.0	Administrator, Grants and Contracts	04	0.0%	314	04	0.0%	29
23.0	Director, Affirmative Action/Equal Employment	03	0.0%	144	03	0.0%	145
24.0	Chaplain	04		203	17	325.0%	7
25.0	Comptroller	05	66.7%	687	03		30
26.0	Director, Internal Audit	04	0.0%	233	04	0.0%	21
27.0	Bursar	05	25.0%	280	04		21
28.0	Director, Food Services	06	20.0%	309	05		20
29.0	Chief Physical Plant/Facilities Management Officer	05	25.0%	904	04		46
30.0	Director, Purchasing	06	0.0%	600	06	0.0%	40
31.0	Director, Bookstore	06	20.0%	721	05		51
32.0	Director, Campus Security	05	25.0%	590	04		83
33.0	Director, Information Systems	03	50.0%	170	02		12
34.0	Director, News Bureau	04	300.0%	203	01		5
35.0	Director, Auxiliary Services	06	0.0%	247	06	0.0%	20
36.0	Director, Admissions	05	25.0%	823	04		55
37.0	Director, Foreign Students	05	66.7%	121	03		19
38.0	Director, International Studies Education	04	33.3%	97	03		5
39.0	Director, Student Financial Aid	05	25.0%	935	04		148
40.0	Director, Student Placement	04		692	05	25.0%	60
41.0	Director, Student Counseling	05	66.7%	641	03		79
42.0	Director, Student Union	05	0.0%	338	05	0.0%	32
43.0	Director, Student Health Services (Physician Administrator)	06		267	10	66.7%	21
44.0	Director, Student Health Services (Nurse Administrator)	05	0.0%	410	05	0.0%	39
45.0	Director, Student Housing	03		494	04	33.3%	37
46.0	Director, Athletics	05	25.0%	669	04		40
48.0	Director, Athletics/Women	05	25.0%	181	04		7
49.0	Director, Campus Recreation/Intramurals	05	25.0%	253	04		24
50.0	Director, Alumni Affairs	03	0.0%	529	03	0.0%	28
51.0	Director, Information Office	03	0.0%	312	03	0.0%	9
52.0	Director, Community Services	04	0.0%	223	04	0.0%	31
54.0	Director, Publications	04	0.0%	249	04	0.0%	8
58.0	Director, Personnel and Affirmative Action	04	33.3%	156	03		34
61.0	Director, Development and Alumni Affairs	03		67	04	33.3%	6
63.0	Dean, Agriculture	04	100.0%	71	02		8
64.0	Dean, Arts and Letters	04	0.0%	84	05	25.0%	6
65.0	Dean, Arts and Sciences	04	0.0%	303	04	0.0%	18
66.0	Dean, Business	04	33.3%	469	03		33
67.0	Dean, Communications	05	66.7%	75	03		5
68.0	Dean, Continuing Education	04	33.3%	449	03		33
70.0	Dean, Education	04	0.0%	315	04	0.0%	31
71.0	Dean, Engineering	04	33.3%	186	03		11
73.0	Dean, Extension	04	0.0%	61	04	0.0%	6
74.0	Dean, Fine Arts	05	25.0%	142	04		8
75.0	Dean, Graduate Programs	05	25.0%	297	04		22
76.0	Dean, Health Related Professions	04	100.0%	137	02		16
77.0	Dean, Home Economics	07	40.0%	58	05		6
78.0	Dean, Humanities	05		149	06	20.0%	13
79.0	Dean, Instruction	03	0.0%	27	03	0.0%	5
82.0	Dean, Mathematics	06	50.0%	87	04		8
84.0	Dean, Music	04		74	12	200.0%	6
85.0	Dean, Nursing	04	33.3%	237	03		19
86.0	Dean, Occupation Studies/Vocational Education/Technology	04	0.0%	183	04	0.0%	12
89.0	Dean, Sciences	05	25.0%	203	04		21
90.0	Dean, Social Sciences	05	25.0%	168	04		24
91.0	Dean, Social Work	04	33.3%	50	03		15
92.0	Dean, Special Programs	03		62	06	100.0%	23

Table 80
YEARS OF SERVICE BETWEEN MALES AND FEMALES FOR ALL INSTITUTIONS

POS	TITLE	MALE			FEMALE		
		MED	DIFF	N	MED	DIFF	N
2.0	Chief Executive Officer, Single Institution	05	25.0%	1,079	04		91
3.0	Executive Vice President	04	0.0%	235	04	0.0%	10
4.0	Chief Academic Officer	04	33.3%	974	03		144
5.0	Chief Business Officer	05	25.0%	1,154	04		72
6.0	Chief Student Affairs Officer	06	50.0%	961	04		210
7.0	Chief Development Officer	03	0.0%	543	03	0.0%	92
8.0	Chief Public Relations Officer	05	66.7%	394	03		254
9.0	Chief Planning Officer	04	100.0%	154	02		36
10.0	Chief Personnel/Human Resources Officer	05	66.7%	387	03		199
11.0	Chief Health Professions Officer	07	75.0%	65	04		32
12.0	Chief Budgeting Officer	05	66.7%	316	03		62
13.0	Director, Legal Services	05	150.0%	120	02		29
14.0	Registrar	07	16.7%	667	06		406
15.0	Director, Church Relations	02		59	03	50.0%	7
16.0	Director, Learning Resources Center	06	50.0%	304	04		168
17.0	Director, Library Services	08	33.3%	643	06		370
18.0	Director, Computer Center	04	33.3%	686	03		80
19.0	Director, Educational Media Services	06	50.0%	362	04		74
20.0	Director, Institutional Research	03	66.7%	294	03		126
21.0	Director, Special and Deferred Gifts	03	0.0%	77	03	0.0%	21
22.0	Administrator, Grants and Contracts	04	33.3%	256	03		88
23.0	Director, Affirmative Action/Equal Employment	04	33.3%	111	03		177
24.0	Chaplain	04	100.0%	199	02		14
25.0	Comptroller	05	25.0%	613	04		107
26.0	Director, Internal Audit	04	100.0%	215	02		43
27.0	Bursar	06	50.0%	171	04		131
28.0	Director, Food Services	06	20.0%	230	05		100
29.0	Chief Physical Plant/Facilities Management Officer	05	150.0%	943	02		11
30.0	Director, Purchasing	07	75.0%	503	04		139
31.0	Director, Bookstore	07	40.0%	404	05		372
32.0	Director, Campus Security	05	400.0%	658	01		18
33.0	Director, Information Systems	03	50.0%	149	02		34
34.0	Director, News Bureau	05	66.7%	113	03		96
35.0	Director, Auxiliary Services	06	50.0%	233	04		34
36.0	Director, Admissions	05	66.7%	695	03		190
37.0	Director, Foreign Students	06	100.0%	92	03		48
38.0	Director, International Studies Education	05	66.7%	73	03		29
39.0	Director, Student Financial Aid	06	100.0%	712	03		379
40.0	Director, Student Placement	05	25.0%	428	04		327
41.0	Director, Student Counseling	06	100.0%	501	03		224
42.0	Director, Student Union	06	100.0%	310	03		62
43.0	Director, Student Health Services (Physician Administrator)	06	20.0%	226	05		62
45.0	Director, Student Housing	04	33.3%	344	03		191
46.0	Director, Athletics	05	66.7%	677	03		36
48.0	Director, Athletics/Women	04		9	05	25.0%	180
49.0	Director, Campus Recreation/Intramurals	06	200.0%	231	02		46
50.0	Director, Alumni Affairs	04	100.0%	295	02		266
51.0	Director, Information Office	04	33.3%	176	03		145
52.0	Director, Community Services	04	0.0%	151	04	0.0%	103
54.0	Director, Publications	05	66.7%	122	03		135
55.0	Director, Risk Management and Insurance	05	66.7%	63	03		11
56.0	Chief Planning and Budget Officer	04	0.0%	70	04	0.0%	6
57.0	Chief Development and Public Relations Officer	04	100.0%	121	02		25
58.0	Director, Personnel and Affirmative Action	04	33.3%	116	03		74
59.0	Director, Admissions and Financial Aid	05	66.7%	86	03		13
60.0	Director, Housing and Food Services	07		33	10	42.9%	5
61.0	Director, Development and Alumni Affairs	03	50.0%	64	02		9
64.0	Dean, Arts and Letters	04	0.0%	69	04	0.0%	21
65.0	Dean, Arts and Sciences	04	33.3%	292	03		29
66.0	Dean, Business	04	33.3%	449	03		52
67.0	Dean, Communications	05	0.0%	63	05	0.0%	18
68.0	Dean, Continuing Education	04	33.3%	390	03		95
70.0	Dean, Education	04	33.3%	290	03		56
72.0	Dean, Experimental Programs	04	33.3%	13	03		5
73.0	Dean, Extension	04	33.3%	60	03		7
74.0	Dean, Fine Arts	06	100.0%	134	03		17
75.0	Dean, Graduate Programs	05	66.7%	274	03		46
76.0	Dean, Health Related Professions	04	0.0%	93	04	0.0%	61
77.0	Dean, Home Economics	07	16.7%	12	06		52
78.0	Dean, Humanities	06	50.0%	126	04		38
79.0	Dean, Instruction	04	100.0%	27	02		5
81.0	Dean, Library and Information Sciences	06	20.0%	48	05		15
82.0	Dean, Mathematics	06	50.0%	85	04		11
84.0	Dean, Music	05		74	07	40.0%	7
85.0	Dean, Nursing	06	100.0%	7	03		249
86.0	Dean, Occupation Studies/Vocational Education/Technology	04	0.0%	181	04	0.0%	16
89.0	Dean, Sciences	05	25.0%	200	04		26
90.0	Dean, Social Sciences	05	25.0%	166	04		28
91.0	Dean, Social Work	04	100.0%	48	02		17
92.0	Dean, Special Programs	04	0.0%	53	04	0.0%	33
93.0	Dean, Undergraduate Programs	04	33.3%	60	03		20

**Distribution of Salaries
All Institutions
Page 1**

APPENDIX A

SALARY	1	2	3	4	5	6	7	8	9	10
\$145,000 - \$145,999		1								
\$140,000 - \$140,999		1								
\$135,000 - \$135,999	2									
\$132,000 - \$132,999		1								
\$130,000 - \$130,999		2								
\$127,000 - \$127,999	1									
\$125,000 - \$125,999		5		2						
\$122,000 - \$122,999				1						
\$120,000 - \$120,999		3	1							
\$119,000 - \$119,999		1								
\$117,000 - \$117,999		2								
\$115,000 - \$115,999		2								
\$113,000 - \$113,999	1									
\$112,000 - \$112,999		1								
\$110,000 - \$110,999	1	3								
\$109,000 - \$109,999	1	1								
\$108,000 - \$108,999		1		1						
\$107,000 - \$107,999		2								
\$105,000 - \$105,999	1	1		1	2					
\$104,000 - \$104,999			2							
\$102,000 - \$102,999				1						
\$101,000 - \$101,999	1									
\$100,000 - \$100,999	1	3								
\$99,000 - \$99,999	1	1	1							
\$98,000 - \$98,999				1			1			
\$96,000 - \$96,999	1	2								
\$95,000 - \$95,999		6		1						
\$94,000 - \$94,999		2	1	1						
\$93,000 - \$93,999		1	1			1				
\$92,000 - \$92,999	1	1	1	1						
\$91,000 - \$91,999		2		2	1					
\$90,000 - \$90,999	1	6	1				1			
\$89,000 - \$89,999	1	2								
\$88,000 - \$88,999	1	1	3				1			
\$87,000 - \$87,999	2	1		1				1		
\$86,000 - \$86,999		3	1	1						
\$85,000 - \$85,999	2	15	1	5	4		1	1		
\$84,000 - \$84,999	1	5	1	2						
\$83,000 - \$83,999	1	5	2	3	2			1		
\$82,000 - \$82,999	1	12								
\$81,000 - \$81,999	1	6	1	2	2		1		1	
\$80,000 - \$80,999	2	20	17	1	3		2			
\$79,000 - \$79,999	1	13	2	4	1		1			
\$78,000 - \$78,999	2	7	1	4	2					
\$77,000 - \$77,999	4	8	1	1	3		4			
\$76,000 - \$76,999	5	8		3			1	1		
\$75,000 - \$75,999	3	17	2	7	6					1
\$74,000 - \$74,999	1	4	1	1	1		2		1	
\$73,000 - \$73,999		7	2	4	2	1	1			
\$72,000 - \$72,999	6	20		6	3		1		1	
\$71,000 - \$71,999	4	7	3	7	2		2		1	
\$70,000 - \$70,999	5	37	5	9	6	3		2		2
\$69,000 - \$69,999	2	6	3	10	5	2		1	2	
\$68,000 - \$68,999	1	19		7	5	4		1	1	
\$67,000 - \$67,999	2	17	3	5	3	1			4	
\$66,000 - \$66,999	3	12		9		1	1			
\$65,000 - \$65,999	4	34	4	8	11	2	4	1	1	1
\$64,000 - \$64,999	1	31	3	9	8	3	4		2	
\$63,000 - \$63,999	2	2	3	4	4	3	6		2	
\$62,000 - \$62,999	4	41	3	8	13	4	1	2		4
\$61,000 - \$61,999	4	27	5	13	8	4	4		1	
\$60,000 - \$60,999	3	45	5	22	18	7	4	4	2	4
\$59,000 - \$59,999	4	30	4	19	16	6	2	3		1
\$58,000 - \$58,999		24	3	13	20	4	5		2	2
\$57,000 - \$57,999	2	39	4	19	21	14	7	2		3
\$56,000 - \$56,999	3	48	10	19	17	5	3	1	2	3
\$55,000 - \$55,999	1	49	6	28	24	13	8	3		1
\$54,000 - \$54,999	4	34	7	35	37	13	10	6	8	
\$53,000 - \$53,999	1	31	7	27	18	14	6	1	6	4
\$52,000 - \$52,999	6	34	10	36	33	16	14	5	3	5
\$51,000 - \$51,999	1	47	5	34	25	19	7	3	4	6
\$50,000 - \$50,999	2	45	17	35	28	18	17	6	3	8
\$49,000 - \$49,999	3	29	8	28	29	19	12	5	3	
\$48,000 - \$48,999	2	34	12	54	50	49	17	7	5	13
\$47,000 - \$47,999	3	32	5	30	35	29	13	7	4	4
\$46,000 - \$46,999	3	38	13	28	29	34	9	10	1	9
\$45,000 - \$45,999	2	56	10	53	42	42	11	5	5	13
\$44,000 - \$44,999		31	4	35	33	29	16	6	7	9
\$43,000 - \$43,999	1	19	7	39	44	47	26	13	6	17
\$42,000 - \$42,999		22	5	46	34	35	29	7	4	16
\$41,000 - \$41,999	1	17	9	40	44	28	15	16	6	13
\$40,000 - \$40,999	2	23	10	49	46	41	37	14	10	11
\$39,000 - \$39,999		12	5	51	36	40	39	12	8	15
\$38,000 - \$38,999		45	5	41	44	41	27	23	13	16
\$37,000 - \$37,999		11	4	51	41	48	25	13	9	21
\$36,000 - \$36,999		10	11	37	47	53	25	21	5	15
\$35,000 - \$35,999		19	4	35	47	52	31	16	7	31
\$34,000 - \$34,999		9	5	39	42	51	16	21	4	18
\$33,000 - \$33,999		6	5	24	53	49	21	20	9	15
\$32,000 - \$32,999	1	3	1	25	51	47	33	21	14	29
\$31,000 - \$31,999	1	7	2	25	18	44	22	19	5	34
\$30,000 - \$30,999		10	6	25	33	53	34	22	11	23
\$29,000 - \$29,999	1	2	1	14	25	42	29	16	3	30
\$28,000 - \$28,999		3	2	19	28	32	15	21	5	25
\$27,000 - \$27,999				13	14	38	25	29		25
\$26,000 - \$26,999		1	3	18	21	32	12	28	7	17
\$25,000 - \$25,999		2	5	16	7	26	24	28	1	22
\$24,000 - \$24,999		1		5	24	27	20	25	2	23
\$23,000 - \$23,999				5	21	24	16	24	2	19
\$22,000 - \$22,999			2	5	15	21	8	32	2	22
\$21,000 - \$21,999		1		1	8	17	6	24	3	15
\$20,000 - \$20,999		2		3	8	14	9	28	2	11
\$19,000 - \$19,999				3	3	10	4	24	1	14
\$18,000 - \$18,999			1	3	3	14	4	26		12
\$17,000 - \$17,999				1	4	2	4	27		12
\$16,000 - \$16,999			1	1	4	5	2	28	1	10
\$15,000 - \$15,999				1	1	1	1	15	2	9
\$14,000 - \$14,999				1		4		13		3
\$13,000 - \$13,999				1	2	1	1	6		3
\$12,000 - \$12,999								4		2
\$11,000 - \$11,999		3	1	1	1	3	1	6		2
\$10,000 - \$10,999		2	3	3		3	1	3		3
less than \$10,000										
N	134	1,310	291	1,110	1,555	1,309	752	742	216	660
Mean Salary	\$68,580	\$57,827	\$50,153	\$45,921	\$42,964	\$37,647	\$36,767	\$29,983	\$40,701	\$32,685

Distribution of Salaries
All Institutions
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SALARY	11	12	13	14	15	16	17	18	19	20
\$146,000 - \$146,999	1									
\$140,000 - \$140,999	1									
\$134,000 - \$134,999	1									
\$125,000 - \$125,999	2									
\$120,000 - \$120,999	1									
\$115,000 - \$115,999	1									
\$110,000 - \$110,999	2									
\$101,000 - \$101,999	1									
\$99,000 - \$99,999	1									
\$98,000 - \$98,999			1							
\$93,000 - \$93,999	1									
\$92,000 - \$92,999	1									1
\$90,000 - \$90,999	1									
\$89,000 - \$89,999	2									
\$88,000 - \$88,999	1									
\$87,000 - \$87,999	1									
\$86,000 - \$86,999	1									
\$84,000 - \$84,999	1									
\$83,000 - \$83,999	1									
\$82,000 - \$82,999	1									
\$80,000 - \$80,999	4						1			
\$79,000 - \$79,999	1						1			
\$78,000 - \$78,999	1									
\$77,000 - \$77,999	1		2							
\$76,000 - \$76,999	2									
\$75,000 - \$75,999	1									
\$74,000 - \$74,999	1		1							
\$73,000 - \$73,999			2							
\$72,000 - \$72,999		2								
\$71,000 - \$71,999			1				2	2		
\$70,000 - \$70,999	2						1			
\$69,000 - \$69,999	2									1
\$68,000 - \$68,999			1					1		
\$67,000 - \$67,999	2		1					1		
\$66,000 - \$66,999	2	1	1				2	2		1
\$65,000 - \$65,999		1	3					2		
\$64,000 - \$64,999	1		1				1	1		
\$63,000 - \$63,999	2	1	3				3	1		1
\$62,000 - \$62,999	2	1	1				2	3		
\$61,000 - \$61,999		1	1	1		1	3	2		
\$60,000 - \$60,999	2	3	3				3			1
\$59,000 - \$59,999	2	1	1			1	5	6		
\$58,000 - \$58,999		1	2					2		
\$57,000 - \$57,999	1	3	3			1	3	3	1	4
\$56,000 - \$56,999		1	3				9			
\$55,000 - \$55,999	1	1	4	2		2	6	4	2	1
\$54,000 - \$54,999	1	2	4	3			7	5		3
\$53,000 - \$53,999	1	3	2			1	4	2		
\$52,000 - \$52,999	1	5	3	3			7	4	1	
\$51,000 - \$51,999	2	3	1	2			8	12		4
\$50,000 - \$50,999		5	8	1		4	17	8	2	6
\$49,000 - \$49,999	2	6	2	2		2	14	4	3	1
\$48,000 - \$48,999	1	11	4	5		2	18	7		3
\$47,000 - \$47,999	1	4	3	4		2	12	10	2	3
\$46,000 - \$46,999		15	3	1		5	5	18	3	5
\$45,000 - \$45,999	1	6	8	11		3	22	16	2	5
\$44,000 - \$44,999	1	7	4	4		5	11	21	2	9
\$43,000 - \$43,999	1	10	10	6		5	20	22	4	11
\$42,000 - \$42,999	1	14	13	22		13	25	21	4	8
\$41,000 - \$41,999	2	10	3	12		4	28	20	4	
\$40,000 - \$40,999	4	13	10	19	2	12	29	24	3	14
\$39,000 - \$39,999		15	2	20		10	32	25	3	11
\$38,000 - \$38,999		15	5	28		10	28	33	8	15
\$37,000 - \$37,999	2	13	8	27		12	15	27	5	15
\$36,000 - \$36,999	1	13	5	30		15	21	34	12	15
\$35,000 - \$35,999	2	24	5	34	1	18	34	26	9	28
\$34,000 - \$34,999	1	18	3	45	3	18	36	32	19	23
\$33,000 - \$33,999	2	20	2	39	1	21	38	33	11	18
\$32,000 - \$32,999	3	10		48	4	12	35	29	14	19
\$31,000 - \$31,999	1	13	1	62	4	17	33	29	11	24
\$30,000 - \$30,999	4	19	6	43	3	30	39	52	14	23
\$29,000 - \$29,999	3	15	2	42	3	23	36	28	15	22
\$28,000 - \$28,999	1	13	4	49		17	33	41	19	17
\$27,000 - \$27,999	2	17	3	68	2	24	52	38	25	22
\$26,000 - \$26,999	1	10	3	53	2	19	48	30	14	16
\$25,000 - \$25,999	2	13	2	45	4	20	29	25	24	22
\$24,000 - \$24,999	1	14	1	46	2	21	52	30	20	15
\$23,000 - \$23,999		2	1	36	2	19	41	21	24	15
\$22,000 - \$22,999	2	7		65	4	22	37	27	22	9
\$21,000 - \$21,999		6	2	50	5	23	42	22	27	7
\$20,000 - \$20,999	1	7		35	2	17	34	21	18	5
\$19,000 - \$19,999		5		52	3	19	36	13	20	16
\$18,000 - \$18,999		2		30	4	11	30	18	29	7
\$17,000 - \$17,999	1	3		31	2	12	18	13	20	5
\$16,000 - \$16,999				40	5	17	22	8	19	5
\$15,000 - \$15,999		1		22	7	3	16	5	12	3
\$14,000 - \$14,999			1	13	4	9	4	2	11	3
\$13,000 - \$13,999	1	1		14		5	5	1	13	2
\$12,000 - \$12,999	1			7	4	3	4	6	8	2
\$11,000 - \$11,999				7	2	4	1	2	6	1
\$10,000 - \$10,999	1				1	3		2	3	
less than \$10,000	2			11	3	6	3	2	3	2
N	106	407	170	1,192	79	523	1,129	901	491	477
Mean Salary	\$58,403	\$36,189	\$44,905	\$27,859	\$22,081	\$28,659	\$32,130	\$33,446	\$25,664	\$32,382

Distribution of Salaries
All Institutions
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SALARY	21	22	23	24	25	26	27	28	29	30
\$87,000 - \$87,999		1								
\$82,000 - \$82,999					1					
\$78,000 - \$78,999					1					
\$77,000 - \$77,999									1	
\$75,000 - \$75,999		1					1			
\$71,000 - \$71,999		1							1	
\$70,000 - \$70,999					2					
\$69,000 - \$69,999						1			3	
\$68,000 - \$68,999									1	
\$67,000 - \$67,999		1			1					
\$66,000 - \$66,999									1	
\$65,000 - \$65,999					2					
\$64,000 - \$64,999									1	
\$63,000 - \$63,999		1							1	
\$62,000 - \$62,999			1		1		1			
\$61,000 - \$61,999		1		1						
\$60,000 - \$60,999		1			3				3	
\$59,000 - \$59,999		1			2				4	
\$58,000 - \$58,999		1			7	1			2	1
\$57,000 - \$57,999			1			1			4	
\$56,000 - \$56,999	1	2	1		3		1		2	
\$55,000 - \$55,999		2			2				4	
\$54,000 - \$54,999	1	1			7	1			2	
\$53,000 - \$53,999		1			5			1	4	
\$52,000 - \$52,999	1	7	1		11	1			5	1
\$51,000 - \$51,999		2			2	4		1	10	1
\$50,000 - \$50,999		4	6		4	4	1	1	7	2
\$49,000 - \$49,999	1	4	2		8	1		2	4	2
\$48,000 - \$48,999		8	3		9	3		2	14	1
\$47,000 - \$47,999			2		6	1		1	13	4
\$46,000 - \$46,999	1	13	3	1	14	7			9	1
\$45,000 - \$45,999	1	11	1		17	1			12	5
\$44,000 - \$44,999	1	9	2		14	3	3	1	13	3
\$43,000 - \$43,999	1	6	7		9	3	1	1	17	3
\$42,000 - \$42,999	3	12	3	1	19	4	4	3	31	5
\$41,000 - \$41,999	3	8	10	1	13	8		3	32	4
\$40,000 - \$40,999	3	8	3		26	1		5	30	8
\$39,000 - \$39,999	3	12	6		25	8	4	6	36	4
\$38,000 - \$38,999	3	12	7	1	32	7	9	12	31	9
\$37,000 - \$37,999	4	10	14	2	26	7	3	4	34	13
\$36,000 - \$36,999	1	17	15	3	27	5	6	10	38	20
\$35,000 - \$35,999	5	12	9	2	37	10	4	16	38	19
\$34,000 - \$34,999	3	15	14	4	36	9	5	8	42	18
\$33,000 - \$33,999	2	16	14	3	29	19	5	9	46	24
\$32,000 - \$32,999	6	10	16	11	37	21	9	10	31	22
\$31,000 - \$31,999	5	9	16	6	33	16	11	15	46	28
\$30,000 - \$30,999	5	18	22	2	31	13	9	14	41	32
\$29,000 - \$29,999	5	15	16	4	20	18	7	21	36	26
\$28,000 - \$28,999	9	11	16	11	35	14	15	19	54	25
\$27,000 - \$27,999	6	12	20	7	30	7	18	16	34	33
\$26,000 - \$26,999	5	10	12	7	17	18	13	18	40	27
\$25,000 - \$25,999	5	12	16	7	28	12	18	25	34	33
\$24,000 - \$24,999	5	14	11	13	25	17	11	14	36	36
\$23,000 - \$23,999	5	16	9	11	13	13	7	10	39	32
\$22,000 - \$22,999	4	13	7	10	32	15	15	11	35	25
\$21,000 - \$21,999	2	10	9	17	23	8	24	13	21	33
\$20,000 - \$20,999	4	11	3	11	20	3	20	10	22	36
\$19,000 - \$19,999	4	6	6	12	14	3	16	11	24	22
\$18,000 - \$18,999	2	5	5	15	9	6	20	13	17	26
\$17,000 - \$17,999	2	8	1	7	10	5	17	10	9	20
\$16,000 - \$16,999	2	3	5	14	10	2	20	8	13	19
\$15,000 - \$15,999	1		7	15	8	1	12	10	8	23
\$14,000 - \$14,999		1		11	1		5	6	3	12
\$13,000 - \$13,999		1		6	1		8	6	4	8
\$12,000 - \$12,999		2	2	6	3	4	5	8	3	16
\$11,000 - \$11,999		1	3	9		1	2	3	3	6
\$10,000 - \$10,999			1	7			1	2		7
less than \$10,000			1	22			3	9	1	3
N	115	390	328	260	801	307	334	368	1,050	698
Mean Salary	\$30,440	\$34,115	\$31,180	\$20,887	\$33,650	\$31,189	\$24,612	\$26,705	\$32,818	\$26,313

Distribution of Salaries
All Institutions
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SALARY	31	32	33	34	35	36	37	38	39	40
\$92,000 - \$92,999									1	
\$75,000 - \$75,999			1							
\$70,000 - \$70,999								1		
\$69,000 - \$69,999						1				
\$66,000 - \$66,999						1		1		
\$64,000 - \$64,999			1							
\$62,000 - \$62,999			1	1	1					
\$61,000 - \$61,999						1			1	
\$60,000 - \$60,999			1		1					
\$59,000 - \$59,999			1		1					
\$58,000 - \$58,999		1	1			1		1		
\$57,000 - \$57,999			1		2					
\$56,000 - \$56,999			2		2					1
\$55,000 - \$55,999	1						1			
\$54,000 - \$54,999			3			1	1			
\$53,000 - \$53,999						1		2	1	
\$52,000 - \$52,999			10			1		1		
\$51,000 - \$51,999			2		2	2	1	3		
\$50,000 - \$50,999		3	3		4	7		3	2	
\$49,000 - \$49,999			3			3		1		1
\$48,000 - \$48,999		1	6		7	4		4	1	
\$47,000 - \$47,999		2	5		2	5		1	2	2
\$46,000 - \$46,999	1	2	3	2	5	3		2	4	1
\$45,000 - \$45,999		5	6		5	5			2	
\$44,000 - \$44,999		3	8		9	5		2	1	1
\$43,000 - \$43,999	1	4	4	1	9	9	1	3	5	1
\$42,000 - \$42,999		7	3	2	6	21	4	2	8	6
\$41,000 - \$41,999	2	8	7		2	15	1	1	7	5
\$40,000 - \$40,999	2	10	6	1	10	17	1	2	7	7
\$39,000 - \$39,999	6	8	5	4	6	24		3	12	6
\$38,000 - \$38,999	1	5	6	2	8	22	5	2	13	7
\$37,000 - \$37,999	11	8	4		12	16	2	8	22	12
\$36,000 - \$36,999	4	11	12	3	11	29	2	4	16	18
\$35,000 - \$35,999	5	19	8	2	10	37		5	33	10
\$34,000 - \$34,999	7	12	6	3	8	39		3	27	16
\$33,000 - \$33,999	11	19	11	5	16	53	6	7	37	22
\$32,000 - \$32,999	12	10	5	4	5	50	4	4	38	22
\$31,000 - \$31,999	12	21	3	6	8	40	7	4	46	22
\$30,000 - \$30,999	23	24	4	9	12	50	5	2	54	42
\$29,000 - \$29,999	17	28	9	4	11	43	4	4	53	28
\$28,000 - \$28,999	26	26	5	6	8	53	10	4	50	34
\$27,000 - \$27,999	29	26	7	15	8	64	4	3	64	52
\$26,000 - \$26,999	16	31	7	9	9	53	7	5	52	45
\$25,000 - \$25,999	36	33	4	11	9	35	6	4	62	45
\$24,000 - \$24,999	33	44	9	17	12	49	11	3	73	46
\$23,000 - \$23,999	29	41	2	4	9	38	9	4	67	45
\$22,000 - \$22,999	23	39	1	21	7	33	12	4	48	41
\$21,000 - \$21,999	28	36	5	17	5	44	2	7	48	45
\$20,000 - \$20,999	38	27	3	16	7	36	12	1	66	43
\$19,000 - \$19,999	45	34	5	11	13	20	10	2	59	39
\$18,000 - \$18,999	39	31	5	15	8	24	3	3	44	38
\$17,000 - \$17,999	45	25	2	8	3	18	6	1	40	34
\$16,000 - \$16,999	34	28		16	6	11	11	4	45	40
\$15,000 - \$15,999	46	25	1	14		6	3		36	36
\$14,000 - \$14,999	63	29	2	10	5			2	19	14
\$13,000 - \$13,999	51	18	1	4	2	4	2	1	12	14
\$12,000 - \$12,999	39	24	1	6	2	3	1	2	18	4
\$11,000 - \$11,999	33	12		3		4			4	10
\$10,000 - \$10,999	38	8		2	1	4			4	2
less than \$10,000	40	13	1	1	1	3	2		4	3
N	847	761	211	253	290	1,012	154	123	1,208	860
Mean Salary	\$20,040	\$24,486	\$36,067	\$23,184	\$32,114	\$29,507	\$25,666	\$32,542	\$25,785	\$24,833

Distribution of Salaries
All Institutions
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SALARY	41	42	43	44	45	46	47	48	49	50
\$107,000 - \$107,999						1				
\$95,000 - \$95,999						1				
\$79,000 - \$79,999			2			1				
\$78,000 - \$78,999			1							
\$77,000 - \$77,999			1			1				
\$76,000 - \$76,999			3							
\$75,000 - \$75,999			2			1	1			
\$73,000 - \$73,999							1			
\$72,000 - \$72,999	1		3							
\$70,000 - \$70,999	1		3			1				
\$69,000 - \$69,999			2			2				
\$68,000 - \$68,999			2							
\$67,000 - \$67,999			3							
\$66,000 - \$66,999			2			3				
\$65,000 - \$65,999			5			1				
\$64,000 - \$64,999			15			3				
\$63,000 - \$63,999			6			1	1			1
\$62,000 - \$62,999			6			2				
\$61,000 - \$61,999			3							
\$60,000 - \$60,999		1	7			5				
\$59,000 - \$59,999			5			4	1			
\$58,000 - \$58,999			9			6				
\$57,000 - \$57,999			7			4				
\$56,000 - \$56,999	1		9			5				1
\$55,000 - \$55,999	2	1	10			5	1			1
\$54,000 - \$54,999			6			3				
\$53,000 - \$53,999	1		12			5	1			
\$52,000 - \$52,999			7			6				
\$51,000 - \$51,999	3		12			6				
\$50,000 - \$50,999	4	1	8		2	7				4
\$49,000 - \$49,999	5		7		1	4	1			2
\$48,000 - \$48,999	1		8		1	10	1		1	2
\$47,000 - \$47,999	4	3	10		2	7	1			1
\$46,000 - \$46,999	4	1	9		3	8	2	2	1	1
\$45,000 - \$45,999	2		6			12	2	2	1	4
\$44,000 - \$44,999	4	4	5		4	6	1			6
\$43,000 - \$43,999	4	7	5		4	13	1	1		3
\$42,000 - \$42,999	16	7	7	1	4	19	1	3	1	6
\$41,000 - \$41,999	7	3	6		2	13	3	1	1	4
\$40,000 - \$40,999	7	4	3	1	3	20	1	1	2	8
\$39,000 - \$39,999	14	7			4	23	5	2		7
\$38,000 - \$38,999	20	7	4		14	18	1	1		7
\$37,000 - \$37,999	19	2	6		7	28	3	3	1	7
\$36,000 - \$36,999	18	4	5	2	8	28	1	5	2	9
\$35,000 - \$35,999	32	13	4	1	10	20	7	2	4	9
\$34,000 - \$34,999	28	16	3	1	15	32	3	5	5	11
\$33,000 - \$33,999	40	14	3		14	26	5	7	8	9
\$32,000 - \$32,999	31	10	3	4	10	42	1	2	9	9
\$31,000 - \$31,999	32	22	3	3	14	20	3	4	6	17
\$30,000 - \$30,999	39	15	4	6	18	36	6	4	7	19
\$29,000 - \$29,999	42	16	1	6	12	29	4	8	9	15
\$28,000 - \$28,999	39	23	1	8	18	38	6	9	12	14
\$27,000 - \$27,999	41	17	3	9	27	37	2	9	18	24
\$26,000 - \$26,999	30	17	4	4	36	25	4	9	9	30
\$25,000 - \$25,999	45	19	4	15	29	25	3	3	12	36
\$24,000 - \$24,999	37	20	6	13	18	21	7	16	25	38
\$23,000 - \$23,999	32	17	4	18	17	17	4	11	20	29
\$22,000 - \$22,999	26	18	2	16	33	24	1	10	14	34
\$21,000 - \$21,999	19	13	1	32	18	17	3	13	20	33
\$20,000 - \$20,999	20	14	5	22	30	16	3	13	19	28
\$19,000 - \$19,999	28	20	1	25	31	14	2	8	16	41
\$18,000 - \$18,999	20	19	4	30	37	19	3	8	13	23
\$17,000 - \$17,999	22	7	4	23	31	14	1	8	18	32
\$16,000 - \$16,999	20	13	1	35	26	9	2	14	11	26
\$15,000 - \$15,999	22	12	5	36	36	9	3	7	12	34
\$14,000 - \$14,999	10	8	4	26	30	10	2	4	6	19
\$13,000 - \$13,999	7	8	2	44	22	7	1	6	10	16
\$12,000 - \$12,999	3	6	6	34	22	4		2	12	8
\$11,000 - \$11,999	5	5	3	21	5	2	1	2	6	7
\$10,000 - \$10,999		3	3	17	9	3			5	8
less than \$10,000	6	3	8	43	6	8	3	4	12	6
N	814	420	324	496	633	805	110	207	330	649
Mean Salary	\$28,524	\$26,630	\$44,898	\$17,613	\$23,565	\$32,952	\$31,066	\$24,150	\$22,506	\$24,472

Distribution of Salaries
All Institutions
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SALARY	51	52	53	54	55	56	57	58	59	60
\$135,000 - \$135,999								1		
\$110,000 - \$110,999			1							
\$108,000 - \$108,999			1							
\$101,000 - \$101,999			1				1			
\$99,000 - \$99,999			1							
\$93,000 - \$93,999			2							
\$89,000 - \$89,999			1							
\$88,000 - \$88,999			1							
\$87,000 - \$87,999			1							
\$85,000 - \$85,999			1			1	1			
\$82,000 - \$82,999			1							
\$81,000 - \$81,999							1			
\$80,000 - \$80,999			2							
\$76,000 - \$76,999			1				1			
\$75,000 - \$75,999			2				1			
\$74,000 - \$74,999			1			1				
\$73,000 - \$73,999						1				
\$72,000 - \$72,999			1							
\$71,000 - \$71,999							1			
\$70,000 - \$70,999			3			1	2		1	
\$69,000 - \$69,999			1				2			
\$68,000 - \$68,999			1				1			
\$67,000 - \$67,999			1							
\$66,000 - \$66,999						1	1			1
\$65,000 - \$65,999						2	2			
\$64,000 - \$64,999			2				2			
\$63,000 - \$63,999			2			3				
\$62,000 - \$62,999			1			1	3			
\$61,000 - \$61,999			1				6			
\$60,000 - \$60,999			2				3			
\$59,000 - \$59,999			1			1				
\$58,000 - \$58,999						1			1	
\$57,000 - \$57,999			1			3			1	
\$56,000 - \$56,999		1				1	1			
\$55,000 - \$55,999		1			1	2	2		1	
\$54,000 - \$54,999	2		1					2		
\$53,000 - \$53,999		1				2	5			1
\$52,000 - \$52,999		1		1		5	4			1
\$51,000 - \$51,999	1	3		1		1	2	1	1	1
\$50,000 - \$50,999	1	2	1			5	5		1	1
\$49,000 - \$49,999	3	3				1	3	1	1	
\$48,000 - \$48,999	3	4	1			4	4	2	3	
\$47,000 - \$47,999	2	1	1		1	2	5	1	1	1
\$46,000 - \$46,999	1	1					3	3	2	1
\$45,000 - \$45,999	6	1	2		1	6	6	3	2	1
\$44,000 - \$44,999	1	3		2		2	2	3		2
\$43,000 - \$43,999	1	2		6	1	3	6	4	3	1
\$42,000 - \$42,999	2	3		2	3	3	5	6	2	1
\$41,000 - \$41,999	3	4		1	2	3	5	3	2	1
\$40,000 - \$40,999	6	4	3	3	2	2	5	6	4	4
\$39,000 - \$39,999	4	5	1	1	4	1	4	5	2	3
\$38,000 - \$38,999	6	7		2	6	5	4	5	2	4
\$37,000 - \$37,999	3	3		4	4	1	6	2	3	2
\$36,000 - \$36,999	7	8		6	4	2	5	5	4	1
\$35,000 - \$35,999	6	13		5	3	1	5	10	3	2
\$34,000 - \$34,999	9	18	1	3	1	3	7	7	3	2
\$33,000 - \$33,999	11	10		4	4	2	9	7	5	1
\$32,000 - \$32,999	10	9		7		1	6	6	2	2
\$31,000 - \$31,999	11	9	1	6			5	5	5	1
\$30,000 - \$30,999	16	13	1	11	4	2	5	11	1	2
\$29,000 - \$29,999	10	13	1	5	4	2	2	10	6	1
\$28,000 - \$28,999	20	13		19	2	1	2	8	8	1
\$27,000 - \$27,999	14	8		18	4	1		7	7	
\$26,000 - \$26,999	18	14		16	5	1	3	8	5	
\$25,000 - \$25,999	20	14		15	5	1	2	7	5	1
\$24,000 - \$24,999	19	15		14	7				3	
\$23,000 - \$23,999	21	15		20	4		3	3	3	
\$22,000 - \$22,999	17	11		12		1	2	12	2	2
\$21,000 - \$21,999	16	10		13			1	6	3	
\$20,000 - \$20,999	14	5		27	2		3	9	5	
\$19,000 - \$19,999	13	7		15			1	7	2	
\$18,000 - \$18,999	18	8		13	3		1	9	3	
\$17,000 - \$17,999	11	3		6	1		1	3	1	1
\$16,000 - \$16,999	16	6	1	11	1	1		9		
\$15,000 - \$15,999	12			10	1		1	3		
\$14,000 - \$14,999	3			13				4	1	
\$13,000 - \$13,999	3	2		3			1	1		
\$12,000 - \$12,999	5	1		5				1		2
\$11,000 - \$11,999		3								
\$10,000 - \$10,999		2						2		
less than \$10,000	1			1					1	
N	366	280	48	301	82	84	167	213	113	44
Mean Salary	\$26,899	\$29,976	\$64,421	\$24,939	\$31,715	\$46,320	\$43,576	\$29,485	\$33,030	\$37,060

Distribution of Salaries
All Institutions
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SALARY	61	62	63	64	65	66	67	68	69	70
\$103,000 - \$103,999					1					
\$101,000 - \$101,999									1	
\$98,000 - \$98,999						1				
\$96,000 - \$96,999								1		
\$93,000 - \$93,999									1	
\$92,000 - \$92,999									1	
\$90,000 - \$90,999						2	1		1	
\$88,000 - \$88,999	1					1			1	1
\$87,000 - \$87,999					1				1	
\$86,000 - \$86,999					1	1				
\$85,000 - \$85,999			1		1	1			1	
\$84,000 - \$84,999									1	
\$82,000 - \$82,999						1		1		
\$81,000 - \$81,999									3	
\$79,000 - \$79,999									2	
\$78,000 - \$78,999					1				1	1
\$77,000 - \$77,999		1			1	3			1	
\$76,000 - \$76,999					2	1			1	
\$75,000 - \$75,999					3				1	
\$74,000 - \$74,999					1	3			1	1
\$73,000 - \$73,999					2	1	1		2	
\$72,000 - \$72,999		1	2	2	3	3				
\$71,000 - \$71,999			2		2	2				3
\$70,000 - \$70,999			1	1	3	2			6	2
\$69,000 - \$69,999			1		2	2			2	
\$68,000 - \$68,999					4	5		1	1	
\$67,000 - \$67,999		1	2		1	6		1	1	3
\$66,000 - \$66,999					3	3	1	1	2	
\$65,000 - \$65,999			2	2	2	7	1	1	2	1
\$64,000 - \$64,999		2	4		2	6			5	1
\$63,000 - \$63,999		2	3	1	6	9	1			4
\$62,000 - \$62,999		1	3		5	4		2	1	2
\$61,000 - \$61,999		2			5	7				4
\$60,000 - \$60,999		3	2		3	10		2	1	4
\$59,000 - \$59,999		1	2		4	5				5
\$58,000 - \$58,999		4	3		4	8		3		8
\$57,000 - \$57,999	1		1		7	6		2		7
\$56,000 - \$56,999		3	1	1	9	9	3	3		9
\$55,000 - \$55,999		5	2		9	13	1	5		8
\$54,000 - \$54,999		2	6	2	7	15		5		11
\$53,000 - \$53,999	1	1	3	4	8	15	4	2		11
\$52,000 - \$52,999		4	2	3	9	12	1	3		14
\$51,000 - \$51,999		3	1	1	11	13	1	4		12
\$50,000 - \$50,999	4			3	14	16	1	11		8
\$49,000 - \$49,999		4	2	4	14	13	1	9		15
\$48,000 - \$48,999	4	3	4	3	23	20	1	22		14
\$47,000 - \$47,999		2	3	2	11	11	2	6		11
\$46,000 - \$46,999		1	2	1	9	16	3	9		15
\$45,000 - \$45,999		3	2	6	16	30	5	15		25
\$44,000 - \$44,999	2	3		1	12	11	1	15		17
\$43,000 - \$43,999		1	2	2	12	12	1	14		15
\$42,000 - \$42,999	3	2	1	8	10	18	2	14	1	22
\$41,000 - \$41,999	2		2	4	15	19	3	17		10
\$40,000 - \$40,999	1	1	4	1	4	19	1	16		9
\$39,000 - \$39,999	3	2	1	2	13	11	1	22	1	7
\$38,000 - \$38,999	6	1	2	4	12	9	1	16		11
\$37,000 - \$37,999	4		1	2	7	17	6	13		8
\$36,000 - \$36,999	6		3	2	6	15	1	22		14
\$35,000 - \$35,999	3		4	4	9	11	4	25	1	6
\$34,000 - \$34,999	2		2	1	8	21	2	18		6
\$33,000 - \$33,999	2		1	8	15	20	6	28		7
\$32,000 - \$32,999	1	2	1	1	7	12	3	21		3
\$31,000 - \$31,999	3		3	2	4	11	7	15	2	8
\$30,000 - \$30,999	4	1	1	9	6	15	3	20	1	5
\$29,000 - \$29,999	2	1	1	3	2	13	2	16		3
\$28,000 - \$28,999	5		1	1	2	19	2	27	1	9
\$27,000 - \$27,999	2	1		2	3	9	2	14		5
\$26,000 - \$26,999	7			1	1	9	3	9		5
\$25,000 - \$25,999	4		2	2	2	8	5	14		5
\$24,000 - \$24,999	2		1	1	2	6	4	11	1	6
\$23,000 - \$23,999	1		2	1		9	2	10		3
\$22,000 - \$22,999	2	1	1	1	2	1	1	9		4
\$21,000 - \$21,999			1	2	2	7	2	13		6
\$20,000 - \$20,999	2	1			2	5	2	9		3
\$19,000 - \$19,999	2			1	2	2		10		2
\$18,000 - \$18,999			1	1		4		7	1	
\$17,000 - \$17,999	2					1		4		4
\$16,000 - \$16,999					1			3		2
\$15,000 - \$15,999						1		2		
\$13,000 - \$13,999								1		1
\$12,000 - \$12,999								2		
\$11,000 - \$11,999	1					1		3		
less than \$10,000										1
N	85	67	95	103	371	599	97	551	53	407
Mean Salary	\$34,372	\$50,260	\$48,390	\$40,561	\$47,300	\$44,168	\$38,828	\$35,801	\$67,018	\$43,714

Distribution of Salaries
All Institutions
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SALARY	71	72	73	74	75	76	77	78	79	80
\$101,000 - \$101,999										1
\$100,000 - \$100,999										2
\$98,000 - \$98,999										2
\$93,000 - \$93,999										1
\$92,000 - \$92,999	1									
\$90,000 - \$90,999	1									1
\$87,000 - \$87,999					2					
\$86,000 - \$86,999										2
\$85,000 - \$85,999	1				1					5
\$84,000 - \$84,999	1									
\$83,000 - \$83,999	1									
\$82,000 - \$82,999										2
\$81,000 - \$81,999	1									2
\$80,000 - \$80,999	1				1					2
\$79,000 - \$79,999	2									
\$78,000 - \$78,999	2			1		1				5
\$77,000 - \$77,999	1									3
\$76,000 - \$76,999	1					1				1
\$75,000 - \$75,999	3				2					5
\$74,000 - \$74,999		1			1					2
\$73,000 - \$73,999	5				3	1				1
\$72,000 - \$72,999	1	1			1					5
\$71,000 - \$71,999	1			1	1			1		3
\$70,000 - \$70,999	8		1		2			1		10
\$69,000 - \$69,999	3		1		2					8
\$68,000 - \$68,999	5			1	5	1	1			6
\$67,000 - \$67,999	6			1	5		1	1		6
\$66,000 - \$66,999	5				1					3
\$65,000 - \$65,999	3		1		2					6
\$64,000 - \$64,999	5				1	1		2		4
\$63,000 - \$63,999	6			1	2		1			7
\$62,000 - \$62,999	5		1		6	3	1			7
\$61,000 - \$61,999	3	1	1	2	5		3	1	1	2
\$60,000 - \$60,999	6		2	3	5	1	1			9
\$59,000 - \$59,999	4			1	2	1	1			1
\$58,000 - \$58,999	6		1	2	5	2	1	4		1
\$57,000 - \$57,999	7			1	12	1		2		
\$56,000 - \$56,999	6		1		11	1	2	2		4
\$55,000 - \$55,999	11		3	4	7	4	4	2	1	3
\$54,000 - \$54,999	7		1	5	8	2		1		4
\$53,000 - \$53,999	1		4	3	8	1	2			
\$52,000 - \$52,999	7			4	6	5	2	2		
\$51,000 - \$51,999	5		2	3	11	8	1	2	1	
\$50,000 - \$50,999	6	1		5	7	3	4	1		1
\$49,000 - \$49,999	2		2	6	10	4	2	1		
\$48,000 - \$48,999	8		2	10	18	5	1	7	2	
\$47,000 - \$47,999	2	2	4	2	15	4	2	4		
\$46,000 - \$46,999	3		4	5	13		2	5		
\$45,000 - \$45,999	5			10	24	8	3	1		2
\$44,000 - \$44,999	5		2	3	14	8	1	5	7	
\$43,000 - \$43,999	1	1		6	8	4	3		2	
\$42,000 - \$42,999	1	1	1	5	14	3	1		3	1
\$41,000 - \$41,999	2	2	4	2	14	4		2	1	
\$40,000 - \$40,999	2		2	5	11	5	1	2		
\$39,000 - \$39,999	4	1	1	3	3	3	1	4		
\$38,000 - \$38,999	1		2	2	7	10	2	4		
\$37,000 - \$37,999	7		1	5	7	7		7	4	2
\$36,000 - \$36,999	5		1	5	9	6	3	8	3	
\$35,000 - \$35,999	4	1	4	5	8		2	11	1	1
\$34,000 - \$34,999	8		3	3	7	10		8		
\$33,000 - \$33,999	3	2	3	4	4	9	2	6		1
\$32,000 - \$32,999	6	1	4	4	6	5	2	13		
\$31,000 - \$31,999	6			1	7	5	1	3	2	1
\$30,000 - \$30,999	1			2	8	3		8	2	1
\$29,000 - \$29,999	1		3	2	1	5	1	7		
\$28,000 - \$28,999	4			6	1	5	1	4		
\$27,000 - \$27,999	1		4	4	3	2	3	5		
\$26,000 - \$26,999	4	1	3	8	3	2	1	8		
\$25,000 - \$25,999	1		1	3	5	4	3	6	1	
\$24,000 - \$24,999	1		1	3	5	2		7		
\$23,000 - \$23,999	1	2	3	3	4	3	1	6		1
\$22,000 - \$22,999					1	2		5	1	
\$21,000 - \$21,999				2	1	3	1	4		
\$20,000 - \$20,999	1	1		2		1	1	3		
\$19,000 - \$19,999		1		2	1	1		2		
\$18,000 - \$18,999				1		2		4		
\$17,000 - \$17,999			1	3	2	1	1			1
\$16,000 - \$16,999					5			3		
\$15,000 - \$15,999				2						
\$14,000 - \$14,999							1	1		
less than \$10,000			1	1				1		
N	230	21	77	170	364	179	68	194	34	138
Mean Salary	\$52,778	\$41,239	\$41,336	\$40,306	\$46,293	\$40,188	\$43,429	\$35,544	\$40,031	\$67,077

Distribution of Salaries
All Institutions
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SALARY	81	82	83	84	85	86	87	88	89	90
\$155,000 - \$155,999			1							
\$150,000 - \$150,999			1							
\$137,000 - \$137,999			1							
\$135,000 - \$135,999			1							
\$130,000 - \$130,999			2							
\$127,000 - \$127,999			1							
\$125,000 - \$125,999			1							
\$122,000 - \$122,999			1							
\$121,000 - \$121,999			1							
\$118,000 - \$118,999			1							
\$117,000 - \$117,999			1							
\$115,000 - \$115,999			2							
\$114,000 - \$114,999			2							
\$113,000 - \$113,999			1							
\$108,000 - \$108,999			2							
\$106,000 - \$106,999			1							
\$105,000 - \$105,999			1					1		
\$102,000 - \$102,999			1					1		
\$101,000 - \$101,999			3							
\$100,000 - \$100,999			1							
\$99,000 - \$99,999			2							
\$98,000 - \$98,999			1							
\$97,000 - \$97,999			1						1	
\$94,000 - \$94,999			1							
\$93,000 - \$93,999			2							
\$92,000 - \$92,999			1							
\$91,000 - \$91,999			2							
\$90,000 - \$90,999			2				1			
\$89,000 - \$89,999			2					1		
\$88,000 - \$88,999			2					1		
\$86,000 - \$86,999			2							
\$85,000 - \$85,999			5							
\$84,000 - \$84,999			1							
\$83,000 - \$83,999			3						1	
\$82,000 - \$82,999			1							
\$80,000 - \$80,999			2						1	
\$79,000 - \$79,999			4							
\$78,000 - \$78,999			3							
\$76,000 - \$76,999		1								
\$75,000 - \$75,999			1		1			1		1
\$74,000 - \$74,999			2							
\$73,000 - \$73,999			1		1		1		1	2
\$72,000 - \$72,999				1				1	1	
\$71,000 - \$71,999			2		1		1		1	
\$70,000 - \$70,999			3		1		2		1	
\$69,000 - \$69,999				1			1			1
\$68,000 - \$68,999					1		1			
\$67,000 - \$67,999					1		2			3
\$66,000 - \$66,999			2	1	4		1		1	
\$65,000 - \$65,999	1	1	2							
\$64,000 - \$64,999					5		2			
\$63,000 - \$63,999			1		2		3	1	-2	
\$62,000 - \$62,999	2						4		4	1
\$61,000 - \$61,999			1	1	1	1	2	2	3	
\$60,000 - \$60,999	2				4		2		2	1
\$59,000 - \$59,999				4	7	2	4		1	3
\$58,000 - \$58,999	1				5				5	1
\$57,000 - \$57,999	1				4	1		1	4	2
\$56,000 - \$56,999		1		1	4	1	5		2	3
\$55,000 - \$55,999	1	2	2		4	1	1		1	1
\$54,000 - \$54,999	3	1	2	2	5	3	2		3	
\$53,000 - \$53,999	1			2	6	1	5		3	
\$52,000 - \$52,999				1	2		1		1	
\$51,000 - \$51,999				2	4		3		3	
\$50,000 - \$50,999	4	1	2	3	8	4	3		1	2
\$49,000 - \$49,999	4	2		4	8	2	1		3	5
\$48,000 - \$48,999	4	4	1		5	7	1		12	7
\$47,000 - \$47,999	6	2		2	5	8	3	2	7	1
\$46,000 - \$46,999	4	1			5	7			7	1
\$45,000 - \$45,999	2			1	5	6			7	1
\$44,000 - \$44,999	1		1	1	10	7	1	1	2	2
\$43,000 - \$43,999	7			1	7	5			6	3
\$42,000 - \$42,999	1	3		6	10	9			6	2
\$41,000 - \$41,999	5	3		2	8	12	1	1	7	6
\$40,000 - \$40,999	2	5		2	5	7			5	4
\$39,000 - \$39,999	5	3		3	13	13	1		10	4
\$38,000 - \$38,999	3	6		3	5	10		1	9	9
\$37,000 - \$37,999	1	3		2	8	12			5	1
\$36,000 - \$36,999		5		4	12	11			4	13
\$35,000 - \$35,999	2			2	11	8			9	9
\$34,000 - \$34,999	2	3		2	12	9			11	10
\$33,000 - \$33,999	1	4		4	4	9			10	8
\$32,000 - \$32,999	1	8		2	12	13	1		10	6
\$31,000 - \$31,999	2	2		2	9	10		1	8	16
\$30,000 - \$30,999		2	1		7	9			10	11
\$29,000 - \$29,999	1	8		1	8	8			7	6
\$28,000 - \$28,999	1	4		5	11	4			6	10
\$27,000 - \$27,999		3		3	9	7			11	7
\$26,000 - \$26,999		3		2	4	4			10	5
\$25,000 - \$25,999	1	3		4	1	2			4	11
\$24,000 - \$24,999		4	1		7	5			4	
\$23,000 - \$23,999				1	6	1			4	7
\$22,000 - \$22,999	1	6		2	4	1			6	10
\$21,000 - \$21,999				1	1	1			8	5
\$20,000 - \$20,999	1	5		1	2	2			3	4
\$19,000 - \$19,999										
\$18,000 - \$18,999		2		2	2	5			5	1
\$17,000 - \$17,999				2	3				1	3
\$16,000 - \$16,999		1		1		1			2	3
\$15,000 - \$15,999				1						3
\$14,000 - \$14,999				1						2
\$13,000 - \$13,999										
\$12,000 - \$12,999									1	
\$11,000 - \$11,999									1	
\$10,000 - \$10,999										
less than \$10,000										
N	74	111	84	94	299	231	58	19	258	228
Mean Salary	\$44,249	\$34,162	\$90,325	\$38,796	\$40,742	\$37,578	\$57,668	\$63,654	\$38,324	\$34,530

Distribution of Salaries
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SALARY	91	92	93	94
\$82,000 - \$82,999			1	
\$81,000 - \$81,999			1	
\$80,000 - \$80,999				1
\$76,000 - \$76,999	1			
\$75,000 - \$75,999				1
\$74,000 - \$74,999				1
\$73,000 - \$73,999				1
\$71,000 - \$71,999				1
\$70,000 - \$70,999	1	1		
\$69,000 - \$69,999				2
\$68,000 - \$68,999				1
\$67,000 - \$67,999	1			
\$66,000 - \$66,999				2
\$65,000 - \$65,999	2		1	1
\$64,000 - \$64,999	2			1
\$63,000 - \$63,999				1
\$62,000 - \$62,999	2			
\$61,000 - \$61,999	2		1	
\$60,000 - \$60,999			2	4
\$59,000 - \$59,999				1
\$58,000 - \$58,999	4			
\$57,000 - \$57,999	1		1	1
\$56,000 - \$56,999	4		3	1
\$55,000 - \$55,999	4		3	
\$54,000 - \$54,999	4	3		
\$53,000 - \$53,999	3		2	1
\$52,000 - \$52,999	1		4	
\$51,000 - \$51,999	3		4	
\$50,000 - \$50,999	4	1	1	1
\$49,000 - \$49,999	1	2	1	
\$48,000 - \$48,999	2	3	4	
\$47,000 - \$47,999	1	1	5	
\$46,000 - \$46,999	3		3	
\$45,000 - \$45,999	2		1	1
\$44,000 - \$44,999	1	1	4	
\$43,000 - \$43,999	2	1		
\$42,000 - \$42,999	1	4	2	
\$41,000 - \$41,999	1	2	3	
\$40,000 - \$40,999	3	2	5	
\$39,000 - \$39,999		1	5	
\$38,000 - \$38,999	1	3	2	
\$37,000 - \$37,999	1	2	3	
\$36,000 - \$36,999		5	3	
\$35,000 - \$35,999		2	3	
\$34,000 - \$34,999		3	5	
\$33,000 - \$33,999	1	7	5	
\$32,000 - \$32,999	3	5	3	
\$31,000 - \$31,999	3	6	3	
\$30,000 - \$30,999		4	2	
\$29,000 - \$29,999		3		
\$28,000 - \$28,999		3	2	
\$27,000 - \$27,999	1	3		
\$26,000 - \$26,999		6	1	
\$25,000 - \$25,999		3		1
\$24,000 - \$24,999		1	1	
\$23,000 - \$23,999		2		
\$22,000 - \$22,999	2	2		
\$21,000 - \$21,999	2	1		
\$20,000 - \$20,999	1	2		
\$19,000 - \$19,999		5		
\$18,000 - \$18,999		1	1	
\$17,000 - \$17,999	1	1	1	
\$16,000 - \$16,999		1		
\$15,000 - \$15,999		1		
\$14,000 - \$14,999		1		
\$13,000 - \$13,999	1	1	1	
N	73	97	93	25
Mean Salary	\$47,574	\$33,072	\$42,722	\$62,310

Responding Institutions
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APPENDIX B

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Abilene Christian University	003537	Univ	Pri-Rel		TX
Adirondack Community College	002860	2-yr	Public		NY
Adrian College	002234	4-yr	Pri-Rel		MI
Agnes Scott College	001842	4-yr	Pri-Ind		GA
Aims Community College	007582	2-yr	Public		CO
Alabama State University	001005	Univ	Public		AL
Albany Junior College	001543	2-yr	Public		GA
Albertus Magnus College	001374	4-yr	Pri-Rel		CT
Albright College	003229	4-yr	Public		PA
Alcorn State University	002396	4-yr	Public		MS
Alderson Broaddos College	003806	4-yr	Pri-Rel		WV
Alfred University	002668	Univ	Pri-Ind		NY
Alice Lloyd College	001951	4-yr	Pri-Ind		KY
Allegheny College	003230	4-yr	Pri-Ind		PA
Allentown College of Saint Francis de Sales	003986	4-yr	Pri-Rel		PA
Alma College	002236	4-yr	Pri-Ind		MI
Alpena Community College	002237	2-yr	Public		MI
Alverno College	003832	4-yr	Pri-Ind		WI
Alvin Community College	003539	2-yr	Public		TX
Amarillo College	003540	2-yr	Public		TX
Amber University	004999	Univ	Pri-Ind		TX
American Graduate School of International Management	001070	Other	Pri-Ind		AZ
American River College	009552	2-yr	Public	Main	CA
American Technological University	011854	Univ	Pri-Ind		TX
American University	001434	Univ	Pri-Ind		DC
Amherst College	002115	4-yr	Pri-Ind		MA
Andover Newton Theological School	002116	Theol	Pri-Rel		MA
Anna Maria College	002117	4-yr	Pri-Ind		MA
Anne Arundel Community College	002058	2-yr	Public		MD
Antioch University	008795	Univ	Pri-Ind	Office	OH
Appalachian State University	002906	Univ	Public	Campus	NC
Aquinas College	002239	4-yr	Pri-Ind		MI
Arapahoe Community College	001346	2-yr	Public		CO
Arecibo Technological University College	007228	4-yr	Public	Campus	PR
Arizona State University	001081	4-yr	Public		AZ
Arizona Western College	001071	2-yr	Public		AZ
Arkansas College	001088	4-yr	Pri-Ind		AR
Arkansas State University, Beebe Branch	001091	2-yr	Public	Campus	AR
Arkansas State University, Main	001090	Univ	Public	Main	AR
Arkansas Tech University	001089	Univ	Public		AR
Armstrong State College	001546	4-yr	Public		GA
Asbury College	001952	4-yr	Pri-Ind		KY
Ashland College	003012	4-yr	Pri-Rel		OH
Assumption College	002118	4-yr	Pri-Rel		MA
Assumption College for Sisters	002595	2-yr	Pri-Rel		NJ
Atlanta Junior College	012165	2-yr	Public	Main	GA
Atlantic Christian College	002908	4-yr	Pri-Rel		GA
Atlantic Community College	002596	2-yr	Public		NJ
Auburn University, Main	001009	Univ	Public	Main	AL
Auburn University, Montgomery	008310	Univ	Public	Campus	AL
Augsburg College	002334	4-yr	Pri-Rel		MN
Augusta College	001552	4-yr	Public		GA
Augustana College	001633	4-yr	Pri-Rel		IL
Augustana College	003458	4-yr	Pri-Rel		SD
Aurora College	001634	4-yr	Pri-Ind		IL
Austin Community College	002335	2-yr	Public	Main	MN
Austin Peay State University	003478	Univ	Public	Main	TN
Avila College	002449	4-yr	Pri-Rel		MO
Babson College	002121	4-yr	Pri-Ind		MA
Bacone College	003147	2-yr	Pri-Rel		OK
Bakersfield College	001118	2-yr	Public		CA
Ball State University	001786	Univ	Public		IN
Baptist College, Charleston	003419	4-yr	Pri-Rel		SC
Barat College	001635	4-yr	Pri-Ind		IL
Bard College	002671	4-yr	Pri-Ind		NY
Barnard College	002708	4-yr	Pri-Ind		NY
Barrington College	003400	4-yr	Pri-Rel		RI
Barry University	001466	Univ	Pri-Rel		FL
Bartlesville Wesleyan College	003151	4-yr	Pri-Rel		OK
Bay Path Junior College	002122	2-yr	Pri-Ind		MA
Beacon College	029026	4-yr	Pri-Ind		DC
Beaver College	003235	4-yr	Pri-Ind		PA
Bellarmino College	001954	4-yr	Pri-Ind		KY
Belleville Area College	001636	2-yr	Public		IL
Bellevue Community College	003769	2-yr	Public		WA
Belmont Technical College	009941	2-yr	Public		OH
Bemidji State University	002336	Univ	Public	Main	MN

Responding Institutions
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INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Benedict College	003420	4-yr	Pri-Rel		SC
Benedictine College	010256	4-yr	Pri-Rel		KS
Bennington College	003682	4-yr	Pri-Ind		VT
Bentley College	002124	4-yr	Pri-Ind		MA
Berea College	001955	4-yr	Pri-Ind		KY
Berkshire Community College	002167	2-yr	Public		MA
Berry College	001554	4-yr	Pri-Ind		GA
Bethany Bible College	001121	4-yr	Pri-Rel	Main	CA
Bethany College	003808	4-yr	Pri-Rel		WV
Bethany Lutheran College	002337	2-yr	Pri-Rel		MN
Bethel College	001905	4-yr	Pri-Rel		KS
Bethel College	009058	Other	Pri-Rel		MN
Bethune-Cookman College	001467	4-yr	Pri-Rel		FL
Biola University	001122	Univ	Pri-Ind		CA
Birmingham Southern College	001012	4-yr	Pri-Rel		AL
Bismarck Junior College	002988	2-yr	Public		ND
Black Hawk College, Quad Cities	001638	2-yr	Public	Main	IL
Black Hills State College	003459	4-yr	Public		SD
Blackburn University	001639	4-yr	Pri-Ind		IL
Bladen Technical College	007987	2-yr	Public		NC
Bloomfield College	002597	4-yr	Pri-Rel	Main	NJ
Bloomsburg State College	003315	4-yr	Public		PA
Blue Mountain Community College	003186	2-yr	Public		OR
Blue Ridge Community College	006819	2-yr	Public	Main	VA
Bluefield State College	003809	4-yr	Public		WV
Bluffton College	003016	4-yr	Pri-Rel		OH
Board of Trustees of the State Universities and Colleges	990001	Other	Public	Office	MD
Boise State University	001616	Univ	Public		ID
Borromeo College of Ohio	003017	4-yr	Pri-Rel		OH
Boston College	002128	Univ	Pri-Ind		MA
Boston University	002130	Univ	Pri-Ind		MA
Bowdoin College	002038	4-yr	Pri-Ind		ME
Bowling Green State University, Main	003018	Univ	Public	Main	OH
Bradford College	002132	4-yr	Pri-Ind		MA
Bradley University	001641	Univ	Pri-Ind		IL
Brandeis University	002133	Univ	Pri-Ind		MA
Brescia College	001958	4-yr	Pri-Rel		KY
Brewer State Junior College	009134	2-yr	Public		AL
Bridgewater College	003704	4-yr	Pri-Rel		VA
Bristol Community College	002176	2-yr	Public		MA
Brookdale Community College	008404	2-yr	Public		NJ
Brookhaven College	029150	2-yr	Public	Campus	TX
Brooklyn College	002687	4-yr	Public	Main	NY
Broome Community College	002862	2-yr	Public		NY
Broward Community College	001500	2-yr	Public		FL
Brown University	003401	Univ	Pri-Ind		RI
Brunswick Junior College	001558	2-yr	Public	Campus	GA
Bryant College	003402	4-yr	Pri-Ind		RI
Bryn Mawr College	003237	4-yr	Pri-Ind		PA
Bunker Hill Community College	011210	2-yr	Public		MA
Butler University	001788	Univ	Pri-Ind		IN
Cabrini College	003241	4-yr	Pri-Rel		PA
Caldwell Community College and Technical Institute	004835	2-yr	Public		NC
California College of Arts and Crafts	001127	4-yr	Pri-Ind		CA
California Polytechnic State University, San Luis Obispo	001143	Univ	Public	Main	CA
California School of Professional Psychology, Fresno	011881	Other	Pri-Ind	Campus	CA
California State College	003316	4-yr	Public		PA
California State College, Bakersfield	007993	4-yr	Public	Main	CA
California State Polytechnic University, Pomona	001144	Univ	Public	Campus	CA
California State University, Dominguez Hills	001141	Univ	Public	Campus	CA
California State University, Fresno	001147	Univ	Public	Main	CA
California State University, Long Beach	001139	Univ	Public	Campus	CA
California State University, Northridge	001153	Univ	Public	Campus	CA
California State University, Sacramento	001150	Univ	Public	Main	CA
Calvin College	002241	Univ	Pri-Rel		MI
Calvin Theological Seminary	002242	Theol	Pri-Rel		MI
Cameron University	003150	Univ	Public	Main	OK
Campbellsville College	001959	4-yr	Pri-Rel		KY
Canisius College	002681	4-yr	Pri-Ind		NY
Cape Cod Community College	002168	2-yr	Public		MA
Capital University	003023	Univ	Pri-Rel		OH
Capitol Institute of Technology	001436	4-yr	Pri-Ind		MD
Cardinal Newman College	029130	4-yr	Pri-Ind		MO
Cardinal Stritch College	003837	4-yr	Pri-Rel		WI
Carleton College	002340	4-yr	Pri-Ind		MN
Carnegie-Mellon University	003242	Univ	Pri-Ind		PA
Carroll College	002526	4-yr	Pri-Rel		MT

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INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Carroll College	003838	4-yr	Pri-Rel		WI
Carson-Newmar College	003481	4-yr	Pri-Rel		TN
Carthage College	003839	4-yr	Pri-Rel		WI
Case Western Reserve University	003024	Univ	Pri-Ind		OH
Casper College	003928	2-yr	Public		WY
Castleton State College	003683	4-yr	Public	Main	VT
Catawba College	002914	4-yr	Pri-Rel		NC
Cathedral College of the Immaculate Conception	990014	4-yr	Pri-Rel		NY
Catholic Theological Union	009232	Theol	Pri-Rel		IL
Catholic University of America	001437	Univ	Pri-Rel		DC
Catholic University of Puerto Rico	003936	Univ	Pri-Rel	Office	PR
Catonsville Community College	002063	2-yr	Public		MD
Cecil Community College	008308	2-yr	Public		MD
Cedar Crest College	003243	4-yr	Pri-Ind		PA
Cedar Valley College	029065	2-yr	Public	Campus	TX
Cedarville College	003025	4-yr	Pri-Rel		OH
Centenary College	002599	4-yr	Pri-Ind		NJ
Center for Creative Studies	006771	4-yr	Pri-Ind		MI
Central Baptist College	001093	4-yr	Pri-Rel		AR
Central College	001908	2-yr	Pri-Ind		KS
Central College of Iowa	001850	4-yr	Pri-Rel		IA
Central Connecticut State College	001378	Univ	Public	Campus	CT
Central Florida Community College	001471	2-yr	Public		FL
Central Michigan University	002243	Univ	Public		MI
Central Ohio Technical College	011046	2-yr	Public		OH
Central Piedmont Community College	002915	2-yr	Public		NC
Central State University	003026	4-yr	Public		OH
Central Technical Community College	029007	2-yr	Public	Office	NE
Central Virginia Community College	004988	2-yr	Public	Main	VA
Central Washington University	003771	Univ	Public		WA
Central Wesleyan College	003422	4-yr	Pri-Rel		SC
Central Wyoming College	007289	2-yr	Public		WY
Centralia College	003772	2-yr	Public	Main	WA
Centre College of Kentucky	001961	4-yr	Pri-Ind		KY
Chaffey Community College	001163	2-yr	Public		CA
Chaminade University of Honolulu	001605	Univ	Pri-Ind		HI
Champlain College	003684	2-yr	Pri-Ind		VT
Chapman College	001164	4-yr	Pri-Ind		CA
Charles County Community College	002064	2-yr	Public	Main	MD
Chatham College	003244	4-yr	Pri-Ind		PA
Chattanooga State Technical Community College	003998	2-yr	Public		TN
Chemeketa Community College	003218	2-yr	Public		OR
Chesapeake College	004650	2-yr	Public		MD
Chicago State University	001694	Univ	Public		IL
Chipola Junior College	001472	2-yr	Public		FL
Christ College, Irvine	029059	4-yr	Pri-Rel		CA
Cincinnati Bible Seminary	003029	Theol	Pri-Rel		OH
Cincinnati Technical College	010345	2-yr	Public		OH
City Colleges of Chicago, System Office	001647	2-yr	Public	Office	IL
City University of New York, Bronx Community College	002692	2-yr	Public	Main	NY
City University of New York, Graduate School and University Center	004063	Other	Public	Campus	NY
City University of New York, Hunter College	002689	4-yr	Public	Main	NY
City University of New York, La Guardia Community College	010051	2-yr	Public	Campus	NY
City University of New York, Medgar Evers College	010097	2-yr	Public		NY
City University of New York, System Office	002686	Univ	Public	Office	NY
Claremont Graduate School	001169	Other	Pri-Ind	Office	CA
Clarendon College	003554	2-yr	Public		TX
Clarion State College, Main	009235	4-yr	Public	Main	PA
Clark College	003773	2-yr	Public		WA
Clark County Community College	010362	2-yr	Public	Main	NV
Clark University	002139	Univ	Pri-Ind		MA
Clarke College	001852	4-yr	Pri-Rel		IA
Clarkson College of Technology	002699	4-yr	Pri-Ind		NY
Clatsop Community College	003189	2-yr	Public		OR
Clayton Junior College	008976	2-yr	Public	Campus	GA
Clemson University	003425	Univ	Public	Office	SC
Cleveland State Community College	003999	2-yr	Public		TN
Cleveland State University	003032	Univ	Public		OH
Coffeyville Community College	001910	2-yr	Public		KS
Coker College	003427	4-yr	Pri-Ind		SC
Colby College	002039	4-yr	Pri-Ind		ME
Colby-Sawyer College	002572	4-yr	Pri-Ind		NH
Colgate University	002701	4-yr	Pri-Ind		NY
College Misericordia	003247	4-yr	Pri-Rel		PA
College of Du Page	006656	2-yr	Public		IL
College of Ganado	010878	2-yr	Pri-Ind		AZ
College of Great Falls	002527	4-yr	Pri-Rel		MT

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College of Lake County	007694	2-yr	Public		IL
College of Mount Saint Joseph	003033	4-yr	Pri-Rel		OH
College of Mount Saint Vincent	002703	4-yr	Pri-Ind		NY
College of Notre Dame	001179	4-yr	Pri-Ind		CA
College of Our Lady of the Elms	002140	4-yr	Pri-Ind		MA
College of Saint Benedict	002341	4-yr	Pri-Rel		MN
College of Saint Catherine	002342	4-yr	Pri-Rel		MN
College of Saint Joseph the Provider	003685	4-yr	Pri-Ind		VT
College of Saint Mary	002540	4-yr	Pri-Ind		NE
College of Saint Rose	002705	4-yr	Pri-Ind		NY
College of Saint Teresa	002344	4-yr	Pri-Rel		MN
College of Saint Thomas	002345	4-yr	Pri-Rel		MN
College of Santa Fe	002649	4-yr	Pri-Rel		NM
College of William and Mary	003705	Univ	Public	Main	VA
College of Wooster	003037	4-yr	Pri-Ind		OH
College of the Atlantic	011385	4-yr	Pri-Ind		ME
College of the Canyons	008903	2-yr	Public		CA
College of the Holy Cross	002141	4-yr	Pri-Ind		MA
College of the Mainland	007096	2-yr	Pri-Ind		TX
College of the Siskiyous	001127	2-yr	Public		CA
College of the Virgin Islands	008841	4-yr	Public		VI
Colorado College	001347	4-yr	Pri-Ind		CO
Colorado Mountain College	009007	2-yr	Public	Office	CO
Colorado School of Mines	001348	Univ	Public		CO
Colorado State University	001350	Univ	Public		CO
Columbia Basin Community College	003774	2-yr	Public		WA
Columbia Bible College	003429	4-yr	Pri-Ind		SC
Columbia College	002456	4-yr	Pri-Rel		MO
Columbia College	003430	4-yr	Pri-Rel		SC
Columbia State Community College	003483	2-yr	Public		TN
Columbia University, System Office	007963	Univ	Pri-Ind	Office	NY
Columbia University, Teachers' College	003979	Univ	Pri-Ind		NY
Columbus College	001561	4-yr	Public		GA
Columbus Technical Institute	006867	Tech	Public		OH
Community College of Allegheny County, Allegheny	004051	2-yr	Public	Main	PA
Community College of Allegheny County, Boyce	004052	2-yr	Public	Main	PA
Community College of Allegheny County, North	029101	2-yr	Public	Main	PA
Community College of Allegheny County, South	007184	2-yr	Public	Main	PA
Community College of Allegheny County, System Office	003231	2-yr	Public	Office	PA
Community College of Beaver County	006807	2-yr	Public		PA
Community College of Denver, System Office	009757	2-yr	Public	Office	CO
Community College of Philadelphia	003249	2-yr	Public		PA
Community College of Rhode Island	003408	2-yr	Public		RI
Community College of the Air Force	012308	2-yr	Public	Campus	AL
Community College of Vermont	011167	2-yr	Public		VT
Concord College	003810	4-yr	Public		WV
Concordia College	003191	4-yr	Pri-Rel		OR
Concordia College, Moorhead	002346	4-yr	Pri-Ind		MN
Connecticut College	001379	4-yr	Pri-Ind		CT
Converse College	003431	4-yr	Pri-Ind		SC
Coppin State College	002068	4-yr	Public		MD
Cornell College	001856	4-yr	Pri-Ind		IA
Cornell University Medical Center	004762	Med	Pri-Ind	Campus	NY
Cornell University, System Office	007964	Univ	Pri-Ind	Office	NY
Corning Community College	002863	2-yr	Public	Campus	NY
Cosumnes River College	007536	2-yr	Public	Main	CA
County College of Morris	007729	2-yr	Public	Main	NJ
Cowley County Community College	001902	2-yr	Public		KS
Creighton University	002542	Univ	Pri-Rel		NE
Crowder College	002459	2-yr	Public		MO
Cuesta College	001192	2-yr	Public		CA
Cumberland College	001962	4-yr	Pri-Rel		KY
Cuyahoga Community College	008797	2-yr	Public	Office	OH
Cuyamaca College	029246	2-yr	Public	Campus	CA
Dabney S. Lancaster Community College	004996	2-yr	Public	Main	VA
Dakota State College	003463	4-yr	Public		SD
Dakota Wesleyan University	003461	4-yr	Pri-Rel		SD
Dallas County Community College, System Office	003561	2-yr	Public	Office	TX
Dallas Theological Seminary	003562	Theol	Pri-Ind		TX
Danville Area Community College	001669	2-yr	Public		IL
Danville Community College	003758	2-yr	Public	Main	VA
Davidson College	002918	4-yr	Pri-Ind		NC
Daytona Beach Community College	001475	2-yr	Public		FL
De Pauw University	001792	Univ	Pri-Rel		IN
Dean Junior College	002144	2-yr	Pri-Ind		MA
Del Mar College	003563	2-yr	Public		TX
Delaware Technical and Community College, Southern	007053	2-yr	Pri-Rel	Main	DE

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INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Delaware Technical and Community College, Stanton	011387	2-yr	Public	Main	DE
Delaware Technical and Community College, System Office	008074	2-yr	Public	Office	DE
Delaware Technical and Community College, Terry	011727	2-yr	Public	Main	DE
Delta College	002251	2-yr	Public		MI
Delta State University	002403	Univ	Public		MS
Diablo Valley College	001191	2-yr	Public	Campus	CA
Dickinson College	003253	4-yr	Pri-Ind		PA
Divine Word College	001858	4-yr	Pri-Rel		IA
Doane College	002544	4-yr	Pri-Rel		NE
Dominican College, Blauvelt	002713	4-yr	Pri-Ind		NY
Dominican House of Studies	012803	Theol	Pri-Rel		DC
Don Bosco College	002602	4-yr	Pre-Rel		NJ
Dordt College	001859	4-yr	Pri-Ind		IA
Dr. William M. Scholl College of Podiatric Medicine	001690	Other	Pri-Ind		IL
Drake University	001860	Univ	Pri-Ind		IA
Drew University	002603	Univ	Pri-Ind		NJ
Dropsie College	003257	Other	Pri-Ind		PA
Drury College	002461	4-yr	Pri-Ind		MO
Duke University	002920	Univ	Pri-Ind		NC
Dundalk Community College	009935	2-yr	Public		MD
Duquesne University	003258	Univ	Pri-Rel		PA
Dutchess Community College	002864	2-yr	Public	Main	NY
Dyersburg State Community College	006835	2-yr	Public		TN
East Carolina University	002923	Univ	Public	Main	NC
East Central Missouri Junior College	008862	2-yr	Public		MO
East Central Oklahoma State University	003154	Univ	Public		OK
East Los Angeles College	001222	2-yr	Public	Main	CA
East Mississippi Junior College	002405	2-yr	Public	Office	MS
East Stroudsburg State College	003320	4-yr	Public		PA
East Tennessee State University	003487	Univ	Public		TN
East Texas State University	003565	Univ	Public	Main	TX
East Texas State University, Texarkana	990006	Other	Public	Main	TX
Eastern Arizona College	001073	2-yr	Public		AZ
Eastern College	003259	4-yr	Pri-Ind		PA
Eastern Connecticut State College	001425	4-yr	Public	Main	CT
Eastern Illinois University	001674	Univ	Public		IL
Eastern Iowa Community College, System Office	004075	2-yr	Public	Office	IA
Eastern Kentucky University	001963	Univ	Public		KY
Eastern Michigan University	002259	Univ	Public		MI
Eastern Montana College	002530	4-yr	Public		MT
Eastern New Mexico University, Main	002651	4-yr	Public	Main	NM
Eastern Oregon State College	003193	4-yr	Public		OR
Eastern Shore Community College	003748	2-yr	Public	Main	VA
Eastern Virginia Medical Authority	010338	Med	Public		VA
Eastern Wyoming College	003929	2-yr	Public		WY
Eastfield College	008510	2-yr	Public	Campus	TX
Eckerd College	001487	4-yr	Pri-Rel		FL
Edgewood College	003848	4-yr	Pri-Rel		WI
Edinboro State College	003321	4-yr	Public		PA
Edison Community College	001477	2-yr	Public		FL
Edison State Community College	012270	2-yr	Public		OH
Edmonds Community College	005001	2-yr	Public		WA
El Camino Community College	001197	2-yr	Public		CA
El Centro College	004453	2-yr	Public	Campus	TX
El Paso County Community College	010387	2-yr	Public		TX
Elgin Community College	001675	2-yr	Public		IL
Elizabeth Seton College	002717	2-yr	Pri-Ind	Main	NY
Ellsworth Community College	001862	2-yr	Public	Main	IA
Elmhurst College	001676	4-yr	Pri-Ind		IL
Elmira College	002718	4-yr	Pri-Ind		NY
Emanuel County Junior College	010997	2-yr	Public	Main	GA
Embry-Riddle Aeronautical University	001479	Univ	Pri-Ind	Office	FL
Emmanuel College	002147	4-yr	Pri-Rel		MA
Emory University	001564	Univ	Pri-Ind	Main	GA
Emory and Henry College	003709	4-yr	Pri-Rel		VA
Emporia State University	001927	Univ	Public		KS
Episcopal Theological Seminary of the Southwest	003566	Theol	Pri-Rel		TX
Essex Community College	002070	2-yr	Public		MD
Essex County College	007107	2-yr	Public		NJ
Eureka College	001678	4-yr	Pri-Rel		IL
Evangel College of the Assemblies of God	002463	4-yr	Pri-Rel		MO
Everett Community College	003776	2-yr	Public		WA
Evergreen State College	008155	4-yr	Public		WA
Fairfield University	001385	Univ	Pri-Ind		CT
Fairleigh Dickinson University, Madison	004738	Univ	Pri-Ind	Campus	NJ
Fairleigh Dickinson University, Rutherford	002604	Univ	Pri-Ind	Main	NJ
Fairleigh Dickinson University, System Office	008222	Univ	Pri-Ind	Office	NJ

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Fairleigh Dickinson University, Teaneck	002607	Univ	Pri-Ind	Campus	NJ
Fairmont State College	003812	4-yr	Public		WV
Fayetteville State University	002928	Univ	Public	Main	NC
Fayetteville Technical Institute	007640	Tech	Public		NC
Felician College	001680	2-yr	Pri-Rel		IL
Ferrum College	003711	4-yr	Pri-Rel		VA
Findlay College	003045	4-yr	Pri-Rel		OH
Fitchburg State College	002184	4-yr	Public		MA
Flathead Valley Community College	006777	2-yr	Public		MT
Florida Agricultural and Mechanical University	001480	Univ	Public		FL
Florida Atlantic University	001481	Univ	Public	Main	FL
Florida Institute of Technology	001469	Univ	Pri-Ind		FL
Florida International University	009635	4-yr	Public		FL
Florida Junior College, Jacksonville	001484	2-yr	Public	Office	FL
Florida Junior College, Jacksonville-Downtown	900013	2-yr	Public	Campus	FL
Florida Junior College, Jacksonville-Kent	900010	2-yr	Public	Campus	FL
Florida Junior College, Jacksonville-North	900014	2-yr	Public	Campus	FL
Florida Junior College, Jacksonville-South	900015	2-yr	Public	Campus	FL
Florida State University	001489	Univ	Public		FL
Fontbonne College	002464	4-yr	Pri-Ind		MO
Fordham University	002722	Univ	Pri-Ind		NY
Forsyth Technical Institute	005317	Tech	Public		NC
Fort Hays State University	001915	Univ	Public		KS
Fort Lewis College	001353	4-yr	Public		CO
Fort Steilacoom Community College	005000	2-yr	Public		WA
Fort Valley State College	001566	4-yr	Public		GA
Francis Marion College	009226	4-yr	Public		SC
Frank Phillips College	003568	2-yr	Public		TX
Franklin College of Indiana	001798	4-yr	Pri-Rel		IN
Franklin University	003046	4-yr	Pri-Ind		OH
Franklin and Marshall College	003265	4-yr	Pri-Ind		PA
Ferrick Community College	002071	2-yr	Public		MD
Free Will Baptist Bible College	003491	4-yr	Pri-Rel		TN
Friends University	001918	4-yr	Pri-Rel		KS
Frostburg State College	002072	4-yr	Public		MD
Furman University	003434	Univ	Pri-Rel		SC
Gainesville Junior College	001567	2-yr	Public		GA
Gallaudet College	001443	4-yr	Pri-Ind		DC
Gannon University	003266	Univ	Pri-Rel		PA
Garrett Community College	010014	2-yr	Public		MD
Garrett-Evangelical Theological Seminary	012303	Theol	Pri-Rel		IL
General Theological Seminary	002726	Theol	Pri-Rel		NY
Genesee Community College	006782	2-yr	Public		NY
George Mason University	003749	Univ	Public		VA
George Washington University	001444	Univ	Pri-Ind		DC
George Williams College	001683	4-yr	Pri-Ind		IL
Georgetown College	001964	4-yr	Pri-Rel		KY
Georgetown University	001445	Univ	Pri-Rel		DC
Georgia College	001602	4-yr	Public	Main	GA
Georgia Institute of Technology, Main	001569	Univ	Public		GA
Georgia Institute of Technology, Southern Technical Institute	001570	4-yr	Public		GA
Georgia Southern College	001572	4-yr	Public		GA
Georgia Southwestern College	001573	4-yr	Public		GA
Georgian Court College	002608	4-yr	Pri-Rel		NJ
Germanna Community College	008660	2-yr	Public	Main	VA
Gettysburg College	003268	4-yr	Pri-Rel		PA
Glendale Community College	001203	2-yr	Public		CA
Glennville State College	003813	4-yr	Public		WV
Gloucester County College	006901	2-yr	Public		NJ
Goddard College	003686	4-yr	Pri-Ind		VT
Golden Gate University	001205	Univ	Pri-Ind		CA
Golden West College	001206	2-yr	Public	Campus	CA
Gonzaga University	003778	Univ	Pri-Rel		WA
Gordon College	002153	4-yr	Pri-Ind		MA
Goshen College	001799	4-yr	Pri-Rel		IN
Goucher College	002073	4-yr	Pri-Ind		MD
Governors State University	009145	Univ	Public		IL
Grace Bible College	002265	Other	Pri-Ind		MI
Grace College and Seminary	001800	4-yr	Pri-Rel		IN
Graceland College	001866	4-yr	Pri-Rel		IA
Graduate Theological Union	001207	Other	Pri-Ind		CA
Grambling State University	002006	Univ	Public		LA
Grand Valley State College	002268	4-yr	Public		MI
Grays Harbor College	003779	2-yr	Public		WA
Great Lakes Bible College	002269	4-yr	Pri-Rel		MI
Greater Hartford Community College	007635	2-yr	Public	Campus	CT
Green Mountain College	003687	4-yr	Pri-Ind		VT

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Grinnell College	001868	4-yr	Pri-Ind		IA
Gulf Coast Bible College	006942	4-yr	Pri-Rel		TX
Gulf Coast Community College	001490	2-yr	Public		FL
Gustavus Adolphus College	002353	4-yr	Pri-Rel		NM
Hagerstown Junior College	002074	2-yr	Public		MD
Hahnemann Medical College and Hospital	003271	Univ	Pri-Ind		PA
Hamilton College	002728	4-yr	Pri-Ind		NY
Hamline University	002354	Univ	Pri-Rel		MN
Hampton Institute	003714	4-yr	Pri-Ind		VA
Hanover College	001801	4-yr	Pri-Rel		IN
Harford Community College	002075	2-yr	Public		MD
Harrisburg Area Community College	003273	2-yr	Public		PA
Hartnell College	001209	2-yr	Public		CA
Hartwick College	002729	4-yr	Pri-Ind		NY
Harvard University	002155	Univ	Pri-Ind		MA
Haverford College	003274	4-yr	Pri-Ind		PA
Hawaii Loa College	004548	4-yr	Pri-Ind		HI
Heidelberg College	003048	4-yr	Pri-Rel		OH
Henderson County Junior College	003572	2-yr	Public	Main	TX
Hendrix College	001099	4-yr	Pri-Rel		AR
Highland Community College	001681	2-yr	Public		IL
Highland Park Community College	002271	2-yr	Public		MI
Highline Community College	003781	2-yr	Public		WA
Hill Junior College	003573	2-yr	Public		TX
Hillsborough Community College	007870	2-yr	Public	Office	FL
Hiram College	003049	4-yr	Pri-Ind		OH
Hiwassee College	003494	2-yr	Pri-Rel		TN
Hobart-William Smith Colleges	002731	4-yr	Pri-Ind		NY
Hobson State Technical College	990007	2-yr	Public		AL
Hocking Technical College	007958	4-yr	Public		OH
Hollins College	003715	4-yr	Pri-Ind		VA
Holy Names College	001183	4-yr	Pri-Rel		CA
Holyoke Community College	002170	2-yr	Pri-Rel		MA
Hood College	002076	4-yr	Pri-Ind		MD
Hope College	002273	4-yr	Pri-Rel		MI
Horry-Georgetown Technical College	004925	2-yr	Public		SC
Houston Community College	010633	2-yr	Public	Office	TX
Howard Community College	008175	2-yr	Public		MD
Howard Payne University	003575	Univ	Pri-Rel		TX
Hudson County Community College	012954	2-yr	Public		NJ
Humphreys College	001212	2-yr	Pri-Ind		CA
Huntingdon College	001019	4-yr	Pri-Rel		AL
Huntington College	001803	4-yr	Pri-Rel		IN
Huron College	003464	4-yr	Pri-Ind		SD
Husson College	002043	4-yr	Pri-Ind		ME
Hutchinson Community College	001923	2-yr	Public		KS
Idaho State University	001620	Univ	Public		ID
Illinois Benedictine College	001767	4-yr	Pri-Rel		IL
Illinois Central College	006753	2-yr	Public		IL
Illinois College	001688	4-yr	Pri-Rel		IL
Illinois Eastern Community College, System Office	009135	2-yr	Public	Office	IL
Illinois Institute of Technology	001691	Univ	Pri-Ind		IL
Illinois State University	001692	Univ	Public		IL
Illinois Wesleyan University	001696	Univ	Pri-Ind		IL
Immaculata College	003276	4-yr	Pri-Ind		PA
Indian Hills Community College	008736	2-yr	Public		IA
Indian River Community College	001493	2-yr	Public		FL
Indiana State University, Evansville	001808	4-yr	Public	Campus	IN
Indiana State University, Main	009563	Univ	Public	Main	IN
Indiana University of Pennsylvania	008810	Univ	Public		PA
Indiana University, Bloomington	001809	Univ	Public	Campus	IN
Indiana University, Kokomo	001814	4-yr	Public	Campus	IN
Indiana University, South Bend	001816	Univ	Public	Campus	IN
Indiana University, Southeast	001817	Univ	Public	Campus	IN
Indiana University, System Office	008002	Univ	Public	Office	IN
Indiana University-Purdue University, Fort Wayne	001812	Univ	Public	Campus	IN
Indiana University-Purdue University, Indianapolis	001813	Univ	Public		IN
Indiana Vocational Technical College, System Office	009916	Tech	Public	Office	IN
Institute for Advanced Study	900045	Other	Pri-Ind		NJ
Inter American University of Puerto Rico, Aguadillo	003939	2-yr	Public	Campus	PR
Inter American University of Puerto Rico, San German	003938	Univ	Pri-Ind	Office	PR
Iona College	002737	4-yr	Pri-Ind		NY
Iowa Lakes Community College	001864	2-yr	Public	Office	IA
Iowa State University	001869	Univ	Public		IA
Iowa Wesleyan College	001871	4-yr	Pri-Rel		IA
Iowa Western Community College	008739	2-yr	Public		IA
Isothermal Community College	002934	2-yr	Public		NC

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Ithaca College	002739	4-yr	Pri-Ind		NY
J. Sargeant Reynolds Community College, Downtown	900057	2-yr	Public	Campus	VA
J. Sargeant Reynolds Community College, Parham Road	900056	2-yr	Public	Campus	VA
J. Sargeant Reynolds Community College, System Office	003759	2-yr	Public	Office	VA
J. Sargeant Reynolds Community College, Western Center	900055	2-yr	Public	Campus	VA
Jackson Community College	002274	2-yr	Public		MI
Jackson State Community College	004937	2-yr	Public		TN
Jackson State University	002410	Univ	Public		MS
Jacksonville State University	001020	Univ	Public		AL
Jacksonville University	001495	Univ	Pri-Ind		FL
James Madison University	003721	Univ	Public		VA
Jarvis Christian College	003637	4-yr	Pri-Rel		TX
Jefferson Community College	002870	2-yr	Public		NY
John B. Stetson University	001531	Univ	Pri-Rel		FL
John Brown University	001100	4-yr	Pri-Ind		AR
John Tyler Community College	004004	2-yr	Public	Main	VA
Johns Hopkins University	002077	Univ	Pri-Ind		MD
Johnson County Community College	008244	2-yr	Public		KS
Joliet Junior College	001699	2-yr	Public	Office	IL
Kalamazoo Valley Community College	006949	2-yr	Public		MI
Kankakee Community College	007960	2-yr	Public		IL
Kansas City Art Institute	002473	4-yr	Pri-Ind		MO
Kansas City Kansas Community College	001925	2-yr	Public		KS
Kansas State University	001928	Univ	Public		KS
Kansas Technical Institute	004611	Tech	Public		KS
Kaskaskia College	001701	2-yr	Public		IL
Keene State College	002590	4-yr	Public	Campus	NH
Kellogg Community College	002276	2-yr	Public		MI
Kennesaw College	001577	4-yr	Public		GA
Kent State University, Main	003051	Univ	Public	Main	OH
Kentucky State University	001968	Univ	Public		KY
Kentucky Wesleyan College	001969	4-yr	Pri-Rel		KY
Kenyon College	003065	4-yr	Pri-Ind		OH
Keuka College	002744	4-yr	Pri-Ind		NY
Keystone Junior College	003280	2-yr	Pri-Ind		PA
King's College	003282	4-yr	Pri-Ind		PA
Kirkwood Community College	004076	2-yr	Public		IA
Kishwaukee College	007684	2-yr	Public		IL
Kutztown State College	003322	4-yr	Public		PA
La Grange College	001578	4-yr	Pri-Ind		GA
La Roche College	003987	4-yr	Pri-Rel		PA
La Salle College	003287	4-yr	Pri-Ind		PA
Labette Community College	001930	2-yr	Public		KS
Laboure Junior College	006324	2-yr	Pri-Rel		MA
Lafayette College	003284	4-yr	Pri-Ind		PA
Lake City Community College	001501	2-yr	Public		FL
Lake Forest College	001706	4-yr	Pri-Ind		IL
Lake Forest School of Management	029244	Other	Pri-Ind		IL
Lake Region Community College	002991	2-yr	Public		ND
Lake-Sumter Community College	001502	2-yr	Public		FL
Lakeland College	003854	4-yr	Pri-Rel		WI
Lakeland Community College	006804	2-yr	Public		OH
Lakeshore Technical Institute	005297	Tech	Public		WI
Lamar Community College	001355	2-yr	Public		CO
Lancaster Bible College	003285	4-yr	Pri-Ind		PA
Lander College	003435	4-yr	Public		SC
Lane Community College	003196	2-yr	Public		OR
Lansing Community College	002278	2-yr	Public		MI
Laredo Junior College	003582	2-yr	Public		TX
Laredo State University	009651	Other	Public	Campus	TX
Lassen Community College	001217	2-yr	Public		CA
Le Moyne College	002748	4-yr	Pri-Ind		NY
Lees Junior College	001970	2-yr	Pri-Rel		KY
Lees-McRae College	002939	2-yr	Pri-Rel		NC
Lehigh County Community College	006810	2-yr	Public		PA
Lehigh University	003289	Univ	Pri-Ind		PA
Lesley College	002160	4-yr	Pri-Ind		MA
Lewis University	001707	Univ	Pri-Rel		IL
Lewis and Clark College	003197	4-yr	Pri-Ind		OR
Lewis and Clark College, Law School	990004	Law	Pri-Ind		OR
Lewis and Clark Community College	010020	2-yr	Public		IL
Lewis-Clark State College	001621	4-yr	Public		ID
Lincoln Christian College	001708	4-yr	Pri-Rel		IL
Lindsey Wilson College	001972	2-yr	Pri-Rel		KY
Linfield College	003198	4-yr	Pri-Ind		OR
Linn-Benton Community College	006938	2-yr	Public		OR
Livingstone College	002942	4-yr	Pri-Rel		NC

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INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Lock Haven State College	003323	4-yr	Public	Main	PA
Lon Morris College	003585	2-yr	Pri-Rel		TX
Long Island University	002751	Univ	Pri-Ind	Office	NY
Longview Community College	009140	2-yr	Public	Campus	MO
Lorain County Community College	003068	2-yr	Public		OH
Lord Fairfax Community College	008659	2-yr	Public	Main	VA
Loretto Heights College	001356	4-yr	Pri-Ind		CO
Los Angeles College of Chiropractic	001229	4-yr	Pri-Ind		CA
Los Rios Community College, System Office	001231	2-yr	Public	Office	CA
Louisiana State University, Agricultural and Mechanical College	002010	Univ	Public	Main	LA
Louisiana State University, Alexandria	002011	2-yr	Public	Campus	LA
Louisiana State University, Eunice	002012	2-yr	Public	Campus	LA
Louisiana State University, Shreveport	002013	Univ	Public	Campus	LA
Louisiana State University, System Office	002009	Univ	Public	Office	LA
Lower Columbia College	003782	2-yr	Public		WA
Loyola College	002078	4-yr	Pri-Rel		MD
Loyola Marymount University	011649	Univ	Pri-Ind	Main	CA
Loyola University	002016	Univ	Pri-Rel		LA
Loyola University of Chicago	001710	Univ	Pri-Rel	Office	IL
Lurleen B. Wallace State Junior College	008988	2-yr	Public		AL
Luther College	001874	4-yr	Pri-Rel		IA
Lutheran Bible Institute, Seattle	029019	2-yr	Pri-Rel		WA
Lycoming College	003293	4-yr	Pri-Rel		PA
Macalester College	002358	4-yr	Pri-Ind		MN
Macomb Community College, System Office	002281	2-yr	Public	Office	MI
Madonna College	002282	4-yr	Pri-Ind		MI
Maine Maritime Academy	002044	4-yr	Public		ME
Malone College	003072	4-yr	Pri-Rel		OH
Manatee Junior College	001504	2-yr	Public		FL
Manchester Community College	001392	2-yr	Public		CT
Manhattan Christian College	001931	4-yr	Pri-Rel		KS
Manhattan College	002758	4-yr	Pri-Ind		NY
Manhattanville College	002760	4-yr	Pri-Ind		NY
Mankato State University	002360	Univ	Public	Campus	MN
Maple Woods Community College	009139	2-yr	Public	Campus	MO
Maria Regina College	002764	2-yr	Pri-Rel		NY
Marian College	001821	4-yr	Pri-Rel		IN
Maricopa County Community College, System Office	001075	2-yr	Public	Office	AZ
Marietta College	003073	4-yr	Pri-Ind		OH
Marion College	001822	4-yr	Pri-Rel		IN
Marion Technical College	010736	Tech	Public		OH
Marist College	002765	4-yr	Pri-Ind		NY
Marquette University	003863	Univ	Pri-Rel		WI
Marshall University	003815	Univ	Public		WV
Martin College	003504	2-yr	Pri-Rel		TN
Mary Baldwin College	003723	4-yr	Pri-Rel		VA
Mary Washington College	003746	4-yr	Public		VA
Marycrest College	001876	4-yr	Pri-Rel		IA
Marygrove College	002284	4-yr	Pri-Rel		MI
Maryland Institute	002080	4-yr	Pri-Ind		MD
Marymount College of Kansas	001932	4-yr	Pri-Rel		KS
Marymount Manhattan College	002769	4-yr	Pri-Ind		NY
Marymount Palos Verdes College	010474	2-yr	Pri-Ind		CA
Maryville College	003505	4-yr	Pri-Rel		TN
Maryville College, Saint Louis	002482	4-yr	Pri-Ind		MO
Marywood College	003296	4-yr	Pri-Ind		PA
Massachusetts Board of Regents of Higher Education	990002	Other	Public	Office	MA
Massachusetts Institute of Technology	002178	Univ	Pri-Ind		MA
Mattatuck Community College	006982	2-yr	Public	Main	CT
Mayland Technical College	011197	Tech	Public		NC
Mayville State College	002993	4-yr	Public		ND
McCook Community College	002552	2-yr	Public		NE
McCormick Theological Seminary	001721	Theol	Pri-Rel		IL
McHenry County College	007691	2-yr	Public		IL
McKendree College	001722	4-yr	Pri-Rel		IL
McNeese State University	002017	Univ	Public		LA
McPherson College	001933	4-yr	Pri-Rel		KS
Medical College of Georgia	001579	Med	Public	Main	GA
Medical College of Pennsylvania	003398	Other	Public		PA
Medical College of Wisconsin	008296	Med	Pri-Ind		WI
Memphis State University	003509	Univ	Public	Main	TN
Mercer University, System Office	008000	Univ	Pri-Rel	Office	GA
Mercy College of Detroit	002286	4-yr	Pri-Rel		MI
Meredith College	002945	4-yr	Pri-Rel		NC
Merrimack College	002120	4-yr	Pri-Rel		MA
Merrimack Valley College	900058	2-yr	Public	Campus	NH
Mesa College	001358	4-yr	Public		CO

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Messiah College	003298	4-yr	Pri-Rel		PA
Metropolitan Community Colleges, System Office	009137	2-yr	Public	Office	MO
Metropolitan State College	001360	4-yr	Public		CO
Metropolitan State University	010374	Other	Public		MN
Metropolitan Technical Community College	012586	2-yr	Public	Office	NE
Miami-Dade Community College	001506	2-yr	Public		FL
Michigan Technological University	002292	Univ	Public		MI
Mid-Plains Community College	002557	2-yr	Public	Office	NE
Middle Georgia College	001581	2-yr	Public		GA
Middle Tennessee State University	003510	Univ	Public		TN
Middlesex County College	002615	2-yr	Public		NJ
Midland College	009797	2-yr	Public		TX
Midland Lutheran College	002553	4-yr	Pri-Rel		NE
Midlands Technical College	003993	2-yr	Public		SC
Midway College	001975	2-yr	Pri-Ind		KY
Midwestern State University	003592	Univ	Public		TX
Miles Community College	002528	2-yr	Public		MT
Millersville State College	003325	4-yr	Public		PA
Millikin University	001724	4-yr	Pri-Ind		IL
Mills College	001238	4-yr	Pri-Ind		CA
Millsaps College	002414	4-yr	Pri-Ind		MS
Milwaukee Area Technical College	003866	Tech	Public	Campus	WI
Minneapolis College of Art and Design	002365	4-yr	Pri-Ind		MN
Minot State College	002994	4-yr	Public		ND
Mississippi County Community College	012860	2-yr	Public		AR
Mississippi Gulf Coast Junior College, Jackson County	002418	2-yr	Public	Main	MS
Mississippi Gulf Coast Junior College, Jefferson Davis	002419	2-yr	Public	Main	MS
Mississippi Gulf Coast Junior College, Perkinston	002420	2-yr	Public	Main	MS
Mississippi Gulf Coast Junior College, System Office	008021	2-yr	Public	Office	MS
Mississippi State University	002423	Univ	Public		MS
Mississippi University for Women	002422	Univ	Public		MS
Missouri Southern State College	002488	4-yr	Public		MO
Missouri Western State College	002490	4-yr	Public		MO
Mitchell College	001393	2-yr	Pri-Ind		CT
Mitchell Community College	002947	2-yr	Public		NC
Mohave Community College	011864	2-yr	Public		AZ
Mohawk Valley Community College	002871	2-yr	Public		NY
Molloy College	002775	4-yr	Pri-Ind		NY
Monmouth College	001725	4-yr	Pri-Ind		IL
Monmouth College	002616	4-yr	Pri-Ind		NJ
Monroe Community College	002872	2-yr	Public		NY
Monroe County Community College	002294	2-yr	Public		MI
Montana College of Mineral Science and Technology	002531	4-yr	Public	Main	MT
Montana State University	002532	Univ	Public		MT
Montcalm Community College	002295	2-yr	Public		MI
Montclair State College	002617	4-yr	Public	Main	NJ
Monterey Institute of International Studies	001241	Other	Pri-Ind		CA
Monterey Peninsula College	001242	2-yr	Public		CA
Montgomery College, System Office	006911	2-yr	Public	Office	MD
Montgomery Technical Institute	008087	Tech	Public		NC
Montreat-Anderson College	002948	2-yr	Pri-Rel		NC
Moorhead State University	002367	Univ	Public		MN
Moraine Park Vocational, Technical, and Adult Education, System Office	009256	Tech	Public	Office	WI
Moraine Valley Community College	007692	2-yr	Public		IL
Moravian College	003301	4-yr	Pri-Rel		PA
Morehead State University	001976	Univ	Public		KY
Morgan Community College	009981	2-yr	Public		CO
Morningside College	001879	4-yr	Pri-Rel		IA
Motlow State Community College	006836	2-yr	Public		TN
Mount Holyoke College	002192	4-yr	Pri-Ind		MA
Mount Hood Community College	003204	2-yr	Public		OR
Mount Mary College	003869	4-yr	Pri-Ind		WI
Mount Mercy College	001880	4-yr	Pri-Rel		IA
Mount Saint Clare College	001881	4-yr	Pri-Rel		IA
Mount Saint Mary's College	002086	4-yr	Pri-Rel		MD
Mount San Antonio Community College	001245	2-yr	Public		CA
Mount Vernon College	001452	4-yr	Pri-Ind		DC
Mount Wachusett Community College	002172	2-yr	Public	Main	MA
Mountain Empire Community College	009629	2-yr	Public	Main	VA
Mountain View College	008503	2-yr	Public	Campus	TX
Mundelein College	001731	4-yr	Pri-Ind		IL
Murray State College	003158	2-yr	Public		OK
Murray State University	001977	Univ	Public		KY
Muskegon Community College	002297	2-yr	Public		MI
Muskingum Area Technical College	008133	2-yr	Public		OH
Muskingum College	003084	4-yr	Pri-Rel		OH
Napa Valley Community College	001247	2-yr	Public		CA

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National University	011460	Univ	Pri-Ind		CA
Nazareth College, Kalamazoo	002298	4-yr	Pri-Rel		MI
Nebraska Western College	002560	2-yr	Public	Main	NE
Neosho County Community College	001936	2-yr	Public		KS
Neumann College	003988	4-yr	Pri-Rel		PA
New Brunswick Theological Seminary	002619	Theol	Pri-Rel		NJ
New England College	002579	4-yr	Pri-Ind	Main	NH
New Hampshire College	002580	4-yr	Pri-Ind		NH
New Hampshire Vocational-Technical College, Laconia	007555	2-yr	Public		NH
New Jersey Institute of Technology	002621	Univ	Public		NJ
New Mexico Highlands University	002653	Univ	Public		NM
New Mexico Junior College	002655	2-yr	Public		NM
New Mexico Military Institute	002656	2-yr	Public		NM
New Mexico State University, Main	002657	Univ	Public		NM
New River Community College	005223	2-yr	Public	Main	VA
New School for Social Research	002780	Univ	Pri-Ind	Main	NY
New School of Music	011146	4-yr	Pri-Ind		PA
Newberry College	003440	4-yr	Pri-Rel		SC
Niagara University	002788	Univ	Pri-Rel		NY
Nichols College	002197	4-yr	Pri-Ind		MA
Nicolet College and Technical Institute	008919	2-yr	Public		WI
North Adams State College	002187	4-yr	Public		MA
North Carolina School of the Arts	003981	4-yr	Public	Main	NC
North Carolina Wesleyan College	002951	4-yr	Pri-Rel		NC
North Central Michigan College	002299	2-yr	Public		MI
North Dakota State School of Science	002996	2-yr	Public		ND
North Dakota State University	009265	Univ	Public	Main	ND
North Dakota State University, Bottineau	002995	2-yr	Public	Campus	ND
North Florida Junior College	001508	2-yr	Public		FL
North Greenville College	003441	2-yr	Pri-Rel		SC
North Harris County College	011145	2-yr	Public		TX
North Hennepin Community College	002370	2-yr	Public	Campus	MN
North Iowa Area Community College	001877	2-yr	Public		IA
North Lake College	029066	2-yr	Public	Campus	TX
North Park College and Theological Seminary	001735	Theol	Pri-Rel		IL
North Shore Community College	002173	2-yr	Public	Main	MA
North Texas State University	003594	Univ	Public	Main	TX
Northampton County Area Community College	007191	2-yr	Public		PA
Northeast Iowa Technical Institute	004587	Tech	Public	Office	IA
Northeast Louisiana University	002020	Univ	Public		LA
Northeast Technical Community College	011667	2-yr	Public		NE
Northeastern Illinois University	001693	4-yr	Public		IL
Northeastern Junior College	001361	2-yr	Public		CO
Northeastern Ohio Universities, College of Medicine	029045	Med	Public		OH
Northeastern Oklahoma State University	003161	Univ	Public		OK
Northern Arizona University	001082	Univ	Public		AZ
Northern Illinois University	001737	Univ	Public		IL
Northern Kentucky University	009275	Univ	Public		KY
Northern Michigan University	002301	Univ	Public		MI
Northern Montana College	002533	4-yr	Public	Main	MT
Northern State College	003466	4-yr	Public		SD
Northern Virginia Community College	003727	2-yr	Public	Main	VA
Northland College	003875	4-yr	Pri-Ind		WI
Northland Community College	002385	2-yr	Public	Main	MN
Northland Pioneer College	011862	2-yr	Public		AZ
Northwest Missouri State University	002496	Univ	Public		MO
Northwest Technical College	008677	Tech	Public		OH
Northwestern College	001883	4-yr	Pri-Rel		IA
Northwestern Connecticut Community College	002371	4-yr	Pri-Ind		MN
Northwestern Michigan College	001398	2-yr	Public	Main	CT
Northwestern State University of Louisiana	002302	2-yr	Public		MI
Northwestern University	002021	Univ	Public	Office	LA
Norwalk State Technical College	001739	Univ	Pri-Ind		IL
Norwich University, Main	001400	Tech	Public		CT
Notre Dame College	003692	Univ	Pri-Ind	Main	VT
Notre Dame College	002584	4-yr	Pri-Ind		NH
Notre Dame College	003085	4-yr	Pri-Rel		OH
Nova University	001509	Univ	Pri-Ind		FL
Oakland Community College	008760	2-yr	Public		MI
Oakland University	002307	Univ	Public		MI
Oakton Community College	009896	2-yr	Public		IL
Oberlin College	003086	4-yr	Pri-Ind		OH
Ocean County College	002624	2-yr	Public		NJ
Odessa College	003596	2-yr	Public		TX
Ohio Dominican College	003035	4-yr	Pri-Rel		OH
Ohio Northern University	003089	Univ	Pri-Rel		OH
Ohio State University, Main	006883	Univ	Public	Main	OH

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Ohio University, Lancaster	003104	2-yr	Public	Campus	OH
Ohio University, Main	003100	Univ	Public	Main	OH
Ohio University, Zanesville	003108	2-yr	Public	Campus	OH
Ohio Wesleyan University	003109	4-yr	Pri-Ind		OH
Oklahoma Baptist University	003164	Univ	Pri-Rel		OK
Oklahoma Christian College	003165	4-yr	Pri-Rel		OK
Oklahoma College of Osteopathic Medicine and Surgery	011282	Med	Public		OK
Oklahoma State University, Main	003170	Univ	Public	Main	OK
Old Dominion University	003728	Univ	Public		VA
Olympic College	003784	2-yr	Public		WA
Onondaga Community College	002875	2-yr	Public	Main	NY
Orange Coast College	001250	2-yr	Public	Main	CA
Orangeburg Calhoun Technical College	006815	Tech	Public		SC
Oregon Institute of Technology	003211	4-yr	Public	Campus	OR
Oregon State System of Higher Education	009190	Other	Public	Office	OR
Oregon State University	003210	Univ	Public		OR
Oscar Rose Junior College	009185	2-yr	Public		OK
Otterbein College	003110	4-yr	Pri-Ind		OH
Owens Technical College	005753	2-yr	Public		OH
Pace University, System Office	007970	Univ	Pri-Ind	Office	NY
Pacific Lutheran University	003785	Univ	Pri-Rel		WA
Pacific University	003212	Univ	Pri-Rel		OR
Paine College	001587	4-yr	Pri-Rel		GA
Palm Beach Junior College	001512	2-yr	Public		FL
Palmer College of Chiropractic	012300	Other	Pri-Ind		IA
Palo Verde College	001259	2-yr	Public		CA
Pan American University	003599	Univ	Public		TX
Panama Canal College	003934	2-yr	Public		FL
Paris Junior College	003601	2-yr	Public		TX
Parkersburg Community College	003828	2-yr	Public		WV
Parkland College	007118	2-yr	Public		IL
Pasadena City College	001261	2-yr	Public		CA
Passaic County Community College	009994	2-yr	Public		NJ
Patrick Henry Community College	003751	2-yr	Public	Main	VA
Paul D. Camp Community College	009159	2-yr	Public	Main	VA
Paul Smith's College of Arts and Sciences	002795	2-yr	Pri-Ind		NY
Peabody Institute of Johns Hopkins University	002088	4-yr	Pri-Ind	Campus	MD
Peace College	002953	2-yr	Pri-Ind		NC
Pembroke State University	002954	Univ	Public	Campus	NC
Peninsula College	003786	2-yr	Public		WA
Penn Valley Community College	002484	2-yr	Public	Campus	MO
Pennsylvania College of Optometry	003311	Other	Pri-Ind		PA
Pennsylvania College of Podiatric Medicine	003312	Med	Pri-Ind		PA
Pennsylvania State University, System Office	003329	Univ	Public	Office	PA
Pepperdine University	001264	Univ	Pri-Rel	Main	CA
Peralta Community College, Laney	001266	2-yr	Public	Main	CA
Peralta Community Colleges, College of Alameda	008306	2-yr	Public	Main	CA
Peralta Community Colleges, East Bay Skills Center	990010	Other	Public	Main	CA
Peralta Community Colleges, Feather River	008597	2-yr	Public	Main	CA
Peralta Community Colleges, Merritt	001267	2-yr	Public	Main	CA
Peralta Community Colleges, System Office	001265	2-yr	Public	Office	CA
Peralta Community Colleges, Vista	029106	2-yr	Public	Main	CA
Perkins School for the Blind	990012	Other	Pri-Rel		MA
Peru State College	002559	4-yr	Public		NE
Philadelphia College of Pharmacy and Science	003353	4-yr	Pri-Ind		PA
Philadelphia College of Textiles and Science	003354	4-yr	Pri-Ind		PA
Phillips County Community College	001104	2-yr	Public		AR
Piedmont Virginia Community College	009928	2-yr	Public	Main	VA
Pikes Peak Community College	008895	2-yr	Public		CO
Pikeville College	001980	4-yr	Pri-Rel		KY
Pima Community College	007266	2-yr	Public	Office	AZ
Pioneer Community College	029029	2-yr	Public	Campus	MO
Pittsburg State University	001926	Univ	Public		KS
Pitzer College	001172	4-yr	Pri-Ind	Campus	CA
Plymouth State College	002591	4-yr	Public	Main	NH
Point Loma College	001262	4-yr	Pri-Rel		CA
Point Park College	003357	4-yr	Pri-Ind		PA
Polk Community College	001514	2-yr	Public		FL
Pontifical College Josephinum	003113	Other	Pri-Rel		OH
Portland Community College	003213	2-yr	Public		OR
Portland State University	003216	Univ	Public		OR
Post College	001401	4-yr	Pri-Ind		CT
Potomac State College	003829	2-yr	Public	Campus	WV
Pratt Community College	001938	2-yr	Public		KS
Pratt Institute	002798	4-yr	Pri-Ind		NY
Presbyterian College	003445	4-yr	Pri-Rel		SC
Prince George's Community College	002089	2-yr	Public		MD

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Princeton Theological Seminary	002626	Theol	Pri-Rel		NJ
Princeton University	002627	Univ	Pri-Ind		NJ
Principia College	001744	4-yr	Pri-Ind		IL
Providence College	003406	4-yr	Pri-Ind		RI
Pueblo Vocational Community College	029166	2-yr	Public		CO
Purdue University, Calumet	001827	Univ	Public	Campus	IN
Purdue University, North Central	001826	4-yr	Public	Campus	IN
Purdue University, West Lafayette	001825	Univ	Public	Main	IN
Quincy College	001745	4-yr	Pri-Rel		IL
Quinnipiac College	001402	4-yr	Pri-Ind		CT
Radford University	003732	Univ	Public		VA
Ramapo College of New Jersey	009344	4-yr	Public		NJ
Rand Graduate Institute	990013	Other	Pri-Ind		CA
Rappahannock Community College	009160	2-yr	Public	Main	VA
Reading Area Community College	010388	2-yr	Public		PA
Reed College	003217	4-yr	Pri-Ind		OR
Regis College	001363	4-yr	Pri-Rel		CO
Rend Lake College	007119	2-yr	Public		IL
Rensselaer Polytechnic Institute	002803	Univ	Pri-Ind		NY
Research Foundation of State University of New York	990005	Other	Pri-Ind	Main	NY
Rhode Island College	003407	4-yr	Public		RI
Rhode Island School of Design	003409	4-yr	Pri-Ind		RI
Richard Bland College	003707	2-yr	Public		VA
Richland College	008504	2-yr	Public	Campus	TX
Richmond Technical College	005464	Tech	Public		NC
Ricks College	001625	2-yr	Pri-Rel		ID
Rider College	002628	4-yr	Pri-Ind		NJ
Rio Grande College	003116	4-yr	Pri-Ind		OH
Rio Hondo College	001269	2-yr	Public		CA
Ripon College	003884	4-yr	Pri-Ind		WI
Rivier College	002586	4-yr	Pri-Ind		NH
Roane State Community College	009914	2-yr	Public		TN
Roanoke College	003736	4-yr	Pri-Rel		VA
Robert Morris College	003359	4-yr	Pri-Ind		PA
Rochester Institute of Technology	002806	Univ	Pri-Ind		NY
Rock Valley College	001747	2-yr	Public		IL
Rockhurst College	002499	4-yr	Pri-Rel		MO
Rockland Community College	002877	2-yr	Public		NY
Rocky Mountain College	002534	4-yr	Pri-Rel		MT
Rogers State College	003168	2-yr	Public		OK
Rogue Community College	010182	2-yr	Public		OR
Rollins College	001515	4-yr	Pri-Ind		FL
Roosevelt University	001749	Univ	Pri-Ind		IL
Rosary College	001750	4-yr	Pri-Rel		IL
Rose-Hulman Institute of Technology	001830	Univ	Pri-Ind		IN
Rosemont College	003360	4-yr	Pri-Rel		PA
Rowan Technical College	005754	Tech	Public	Campus	NC
Russell Sage College, Main	002810	4-yr	Pri-Ind	Main	NY
Rust College	002433	4-yr	Pri-Rel		MS
Saddleback Community College	008918	2-yr	Public		CA
Saginaw Valley State College	002314	4-yr	Public		MI
Saint Andrews Presbyterian College	002967	4-yr	Pri-Rel		NC
Saint Anselm College	002587	4-yr	Pri-Ind		NH
Saint Bonaventure University	002817	Univ	Pri-Rel		NY
Saint Catharine College	001983	2-yr	Pri-Ind		KY
Saint Cloud State University	002377	Univ	Public	Main	MN
Saint Edward's University	003621	Univ	Pri-Ind		TX
Saint Francis College	002820	4-yr	Pri-Ind		NY
Saint Francis College	003366	4-yr	Pri-Rel		PA
Saint John's College, Main	002092	4-yr	Pri-Ind		MD
Saint John's College, Santa Fe	002093	4-yr	Pri-Ind	Campus	NM
Saint John's University	002823	Univ	Pri-Rel		NY
Saint Joseph College	001409	4-yr	Pri-Ind		CT
Saint Joseph's College	001833	4-yr	Pri-Rel		IN
Saint Joseph's College, New York	002825	4-yr	Pri-Ind		NY
Saint Joseph's University	003367	Univ	Pri-Rel		PA
Saint Lawrence University	002829	Univ	Pri-Ind		NY
Saint Louis Community College, Florissant Valley	002470	2-yr	Public	Campus	MO
Saint Louis Community College, Forest Park	002471	2-yr	Public	Campus	MO
Saint Louis Community College, Meramec	002472	2-yr	Public	Campus	MO
Saint Louis Community College, System Office	002469	2-yr	Public	Office	MO
Saint Louis University, Main	002506	Univ	Pri-Rel	Main	MO
Saint Louis University, Parks College	003970	4-yr	Pri-Rel	Campus	IL
Saint Mary Seminary	004061	Theol	Pri-Rel		OH
Saint Mary's College	001836	4-yr	Pri-Rel		IN
Saint Mary's College	002380	4-yr	Pri-Rel		MN
Saint Mary's College of California	001302	4-yr	Pri-Rel		CA

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Saint Mary's College, O'Fallon	002507	2-yr	Pri-Rel		MO
Saint Mary's Dominican College	002028	4-yr	Pri-Rel		LA
Saint Mary's Seminary and University	002096	Theol	Pri-Ind		MD
Saint Mary's University, San Antonio	003623	Univ	Pri-Rel		TX
Saint Mary-of-the-Woods College	001835	4-yr	Pri-Rel		IN
Saint Michael's College	003694	4-yr	Pri-Rel		VT
Saint Norbert College	003892	4-yr	Pri-Rel		WI
Saint Paul Seminary	002384	Theol	Pri-Rel		MN
Saint Paul's College	002510	2-yr	Pri-Rel		MO
Saint Peter's College	002638	4-yr	Pri-Ind		NJ
Saint Petersburg Junior College	001528	2-yr	Public		FL
Saint Thomas Aquinas College	002832	4-yr	Pri-Ind		NY
Saint Xavier College	001768	4-yr	Pri-Ind		IL
Salem College	002960	4-yr	Pri-Rel		NC
Salem State College	002188	4-yr	Public	Main	MA
Salisbury State College	002091	4-yr	Public		MD
Salish Kootenai Community College	029224	2-yr	Pri-Ind		MT
Sam Houston State University	003606	Univ	Public		TX
San Diego Community College, System Office	001273	2-yr	Public	Office	CA
San Diego State University	001151	Univ	Public	Main	CA
Sandhills Community College	002961	2-yr	Public		NC
Sangamon State University	009333	Univ	Public		IL
Sauk Valley College	001752	2-yr	Public		IL
Savannah State College	001590	4-yr	Public	Campus	GA
Scarritt College	003515	Other	Pri-Rel		TN
Schenectady County Community College	006785	2-yr	Public	Main	NY
School for International Training	008860	Other	Pri-Ind	Main	VT
School of Theology, Claremont	001288	Theol	Pri-Rel		CA
School of the Art Institute of Chicago	001753	4-yr	Pri-Ind		IL
Schoolcraft College	002315	2-yr	Public		MI
Scripps College	001174	4-yr	Pri-Ind		CA
Seabury-Western Theological Seminary	001754	Theol	Pri-Ind		IL
Seattle Community College, System Office	010106	2-yr	Public	Office	WA
Seattle University	003790	Univ	Pri-Rel		WA
Seminole Community College	001520	2-yr	Public		FL
Seton Hall University	002632	Univ	Pri-Rel		NJ
Seton Hill College	003362	4-yr	Pri-Rel		PA
Shawnee State Community College	012748	2-yr	Public		OH
Shelby State Community College	010439	2-yr	Public		TN
Shepherd College	003822	4-yr	Public		WV
Sheridan College	003930	2-yr	Public		WY
Shippensburg State College	003326	4-yr	Public		PA
Siena College	002816	4-yr	Pri-Ind		NY
Siena Heights College	002316	4-yr	Pri-Rel		MI
Sierra College	001290	2-yr	Public		CA
Simon's Rock of Bard College	009645	4-yr	Pri-Ind	Campus	MA
Simpson College	001887	4-yr	Pri-Ind		IA
Sinclair Community College	003119	2-yr	Public		OH
Sioux Falls College	003469	4-yr	Pri-Rel		SD
Skidmore College	002814	4-yr	Pri-Ind		NY
Slippery Rock State College	003327	4-yr	Public		PA
Snead State Junior College	001038	2-yr	Public	Main	AL
Snow College	003679	2-yr	Public		UT
Solano Community College	001292	2-yr	Public		CA
Somerset Community College	029217	2-yr	Public	Main	KY
Sonoma State University	001156	Univ	Public	Main	CA
South Central Community College	008037	2-yr	Public		CT
South Dakota State University	003471	Univ	Public		SD
South Oklahoma City Junior College	010391	2-yr	Public		OK
Southeast Missouri State University	002501	Univ	Public		MO
Southeastern Louisiana University	002024	Univ	Public		LA
Southeastern Massachusetts University	002210	Univ	Public		MA
Southern Arkansas University, Main	001107	Univ	Public	Main	AR
Southern Baptist College	001106	2-yr	Pri-Rel		AR
Southern Connecticut State College	001406	4-yr	Public	Main	CT
Southern Illinois University, Carbondale	001758	Univ	Public	Main	IL
Southern Illinois University, Edwardsville	001759	Univ	Public		IL
Southern Maine Vocational Technical Institute	005525	Tech	Public		ME
Southern Methodist University	003613	Univ	Pri-Rel		TX
Southern Oregon State College	003219	4-yr	Public		OR
Southern Seminary Junior College	003738	2-yr	Pri-Ind		VA
Southern State Community College	012870	2-yr	Public		OH
Southern University, Main	009636	Univ	Public	Main	LA
Southern University, New Orleans	002026	Univ	Public	Campus	LA
Southern University, Shreveport	004622	Univ	Public	Campus	LA
Southern University, System Office	009637	Univ	Public	Office	LA
Southern Utah State College	003678	4-yr	Public		UT

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Southern West Virginia Community College	003816	2-yr	Public	Office	WV
Southside Virginia Community College	008661	2-yr	Public	Main	VA
Southwest Baptist University	002502	Univ	Pri-Rel		MO
Southwest Missouri State University	002503	Univ	Public		MO
Southwest State University	002375	Univ	Public		MN
Southwest Texas Junior College	003614	2-yr	Public		TX
Southwest Texas State University	003615	Univ	Public		TX
Southwest Virginia Community College	007260	2-yr	Public	Main	VA
Southwestern Assemblies of God College	003616	4-yr	Pri-Rel		TX
Southwestern Baptist Theological Seminary	003617	Theol	Pri-Rel		TX
Southwestern Community College	001294	2-yr	Public		CA
Southwestern Community College	001857	2-yr	Public		IA
Southwestern Indian Polytechnic Institute	990003	Tech	Public		NM
Southwestern Michigan College	002317	2-yr	Public		MI
Southwestern Technical College	008466	2-yr	Public		NC
Southwestern University	003620	4-yr	Pri-Rel		TX
Southwestern University School of Law	001295	Law	Pri-Ind		CA
Southwestern, Memphis	003519	4-yr	Pri-Rel		TN
Spalding College	001960	Univ	Pri-Ind		KY
Spartanburg Technical College	003994	Tech	Public		SC
Spelman College	001594	4-yr	Pri-Ind		GA
Spring Garden College	003363	4-yr	Pri-Ind		PA
Spring Hill College	001041	4-yr	Pri-Rel		AL
Springfield College	002211	4-yr	Pri-Ind		MA
Springfield Technical Community College	008078	2-yr	Public		MA
Stanford University	001305	Univ	Pri-Ind		CA
State Technical Institute, Knoxville	012693	Tech	Public		TN
State Technical Institute, Memphis	007105	Tech	Public		TN
State University System of Minnesota, System Office	029070	Univ	Public	Office	MN
State University of New York	009929	Other	Public	Main	NY
State University of New York Agricultural and Technical College, Alfred	002854	Tech	Public	Main	NY
State University of New York Agricultural and Technical College, Canton	002855	2-yr	Public	Campus	NY
State University of New York Agricultural and Technical College, Cobleskill	002856	2-yr	Public	Campus	NY
State University of New York Agricultural and Technical College, Farmingdale	002858	2-yr	Public	Campus	NY
State University of New York College, Brockport	002841	4-yr	Public	Campus	NY
State University of New York College, Cortland	002843	4-yr	Public	Main	NY
State University of New York College, Oneonta	002847	4-yr	Public	Main	NY
State University of New York College, Oswego	002848	4-yr	Public	Campus	NY
State University of New York College, Potsdam	002850	4-yr	Public	Campus	NY
State University of New York, Albany	002835	Univ	Public	Main	NY
State University of New York, Buffalo	002837	Univ	Public	Campus	NY
State University of New York, College of Technology, Utica-Rome	006792	Other	Public	Main	NY
State University of New York, Empire State College	010286	4-yr	Public	Main	NY
State University of New York, Geneseo	002845	4-yr	Public	Campus	NY
State University of New York, Stony Brook	002838	Univ	Public	Campus	NY
State University of New York, System Office	002834	Univ	Public	Office	NY
Stephen F. Austin State University	003624	Univ	Public		TX
Stephens College	002512	4-yr	Pri-Ind		MO
Stevens Institute of Technology	002639	4-yr	Pri-Ind		NJ
Strayer College	001459	4-yr	Pri-Ind	Office	DC
Sue Bennett College	001986	2-yr	Pri-Rel		KY
Suffolk County Community College, Eastern	004816	2-yr	Public	Campus	NY
Suffolk County Community College, Selden	002878	2-yr	Public	Campus	NY
Suffolk County Community College, System Office	900071	2-yr	Public	Office	NY
Suffolk County Community College, Western	013204	2-yr	Public	Campus	NY
Suffolk University	002218	Univ	Pri-Ind		MA
Suomi College	002322	2-yr	Pri-Rel		MI
Susquehanna University	003369	4-yr	Pri-Ind		PA
Sweet Briar College	003742	4-yr	Pri-Ind		VA
Syracuse University, Main	002882	Univ	Pri-Ind		NY
Tabor College	001946	4-yr	Pri-Rel		KS
Tacoma Community College	003796	2-yr	Public		WA
Taft College	001309	2-yr	Public		CA
Tarleton State University	003631	Univ	Public		TX
Tarrant County Junior College	008898	2-yr	Public	Office	TX
Taylor University	001838	4-yr	Pri-Ind		IN
Tennessee State University	003522	Univ	Public		TN
Tennessee Technological University	003523	Univ	Public		TN
Terra Technical College	008278	2-yr	Public	Main	OH
Texas A&I University	003639	Univ	Public	Main	TX
Texas A&M University, Galveston	010298	4-yr	Public	Campus	TX
Texas A&M University, Main	010366	Univ	Public	Main	TX
Texas A&M University, System Office	003629	Univ	Public	Office	TX
Texas Chiropractic College	003635	Other	Pri-Ind		TX
Texas Christian University	003636	Univ	Pri-Rel		TX
Texas Lutheran College	003641	4-yr	Pri-Rel		TX
Texas Southern University	003642	Univ	Public		TX

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Texas Tech University	003644	Univ	Public	Main	TX
Texas Wesleyan College	003645	4-yr	Pri-Rel		TX
Thames Valley State Technical College	001413	Tech	Public		CT
Thiel College	003376	4-yr	Pri-Rel		PA
Thomas A. Edison State College	011648	Other	Public		NJ
Thomas College	002052	4-yr	Pri-Ind		ME
Thomas Jefferson University	003278	Univ	Pri-Ind		PA
Thomas M. Cooley Law School	012627	Law	Pri-Ind		MI
Thomas More College	002001	4-yr	Pri-Rel		KY
Thomas Nelson Community College	006871	2-yr	Public	Main	VA
Thornton Community College	001769	2-yr	Public		IL
Tidewater Community College	003712	2-yr	Public	Main	VA
Towson State University	002099	Univ	Public		MD
Transylvania University	001987	4-yr	Pri-Rel		KY
Trenton State College	002642	4-yr	Public		NJ
Trevecca Nazarene College	003526	4-yr	Pri-Rel		TN
Tri-State University	001839	4-yr	Pri-Ind		IN
Trinity Bible Institute	012059	Other	Pri-Rel		ND
Trinity Christian College	001771	4-yr	Pri-Ind		IL
Trinity College	001414	4-yr	Pri-Ind		CT
Trinity College	001460	4-yr	Pri-Rel		DC
Trinity College	003695	4-yr	Pri-Rel		VT
Trinity University	003647	Univ	Pri-Ind		TX
Triton College	001773	2-yr	Public		IL
Troy State University, Main	001047	Univ	Public	Main	AL
Truckee Meadows Community College	029231	2-yr	Public	Campus	NV
Tufts University	002219	Univ	Pri-Ind		MA
Tulane University	002029	Univ	Pri-Ind		LA
Tuskegee Institute	001050	4-yr	Pri-Ind		AL
Ulster County Community College	002880	2-yr	Public		NY
Union Theological Seminary	002890	Theol	Pri-Rel		NY
United Theological Seminary	002386	Theol	Pri-Ind		MN
Unity College	006858	4-yr	Pri-Ind		ME
University of Akron, Main	003123	Univ	Public	Main	OH
University of Alabama, Birmingham	001052	Univ	Public	Main	AL
University of Alabama, Huntsville	001055	Univ	Public	Main	AL
University of Alabama, Main	001051	Univ	Public	Main	AL
University of Alabama, System Office	008004	Univ	Public	Office	AL
University of Alaska, Anchorage	011462	Univ	Public	Main	AK
University of Alaska, Anchorage Community College	001064	2-yr	Public	Campus	AK
University of Alaska, Fairbanks	001063	Univ	Public	Main	AK
University of Alaska, System Office	008005	Univ	Public	Office	AK
University of Arizona	001083	Univ	Public		AZ
University of Arkansas, Little Rock	001101	Univ	Public	Campus	AR
University of Arkansas, Main	001108	Univ	Public	Main	AR
University of Arkansas, Medical Sciences	001109	Med	Public	Campus	AR
University of Arkansas, Monticello	001085	Univ	Public	Campus	AR
University of Baltimore	002102	Univ	Public	Main	MD
University of Bridgeport	001416	Univ	Pri-Ind		CT
University of California, Berkeley	001312	Univ	Public	Campus	CA
University of California, Riverside	001316	Univ	Public	Campus	LA
University of California, San Diego	001317	Univ	Public	Campus	CA
University of California, San Francisco	001319	Univ	Public	Campus	CA
University of Central Florida	003954	Univ	Public	Campus	FL
University of Chicago	001774	Univ	Pri-Ind		IL
University of Cincinnati, System Office	008039	Univ	Public		OH
University of Colorado, Boulder	001370	Univ	Public	Main	CO
University of Colorado, Colorado Springs	004509	Univ	Public	Campus	CO
University of Colorado, Health Sciences Center	004508	Univ	Public	Campus	CO
University of Colorado, System Office	007996	Univ	Public	Office	CO
University of Connecticut	029013	Univ	Public		CT
University of Dallas	003651	Univ	Pri-Rel		TX
University of Dayton	003127	Univ	Pri-Rel		OH
University of Delaware	001431	Univ	Public		DE
University of Denver	001371	Univ	Pri-Ind		CO
University of Detroit	002323	Univ	Pri-Rel		MI
University of Dubuque	001891	4-yr	Pri-Rel		IA
University of Evansville	001795	Univ	Pri-Rel		IN
University of Florida	001535	Univ	Public		FL
University of Georgia	001598	Univ	Public	Main	GA
University of Hartford	001422	Univ	Pri-Ind		CT
University of Hawaii, Hilo	029020	4-yr	Public	Main	HI
University of Hawaii, Honolulu Community College	001612	2-yr	Public	Campus	HI
University of Hawaii, Kapiolani Community College	001613	2-yr	Public	Campus	HI
University of Hawaii, Kauai Community College	001614	2-yr	Public	Campus	HI
University of Hawaii, Leeward Community College	004549	2-yr	Public		HI
University of Hawaii, Manoa	001610	4-yr	Public	Main	HI

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University of Hawaii, Maui Community College	001615	2-yr	Public	Campus	HI
University of Hawaii, Systems Office	007885	Univ	Public	Office	HI
University of Hawaii, West Oahu College	029102	4-yr	Public	Main	HI
University of Hawaii, Windward Community College	010390	2-yr	Public	Campus	HI
University of Houston, Clear Lake City	011711	Univ	Public	Campus	TX
University of Houston, Downtown	012826	4-yr	Public	Campus	TX
University of Houston, Main	003652	Univ	Public	Main	TX
University of Houston, System Office	011721	Univ	Public	Office	TX
University of Houston, Victoria	013231	Other	Public	Campus	TX
University of Idaho	001626	Univ	Public		ID
University of Illinois, Chicago Circle	001776	Univ	Public	Main	IL
University of Illinois, Medical Center	003960	Med	Public	Main	IL
University of Illinois, System Office	008001	Univ	Public	Office	IL
University of Illinois, Urbana-Champaign	001775	Univ	Public	Main	IL
University of Iowa	001892	Univ	Public		IA
University of Kansas, Lawrence	001948	Univ	Public	Main	KS
University of Kentucky	001989	Univ	Public		KY
University of Kentucky, System Office	008011	Univ	Public	Office	KY
University of LaVerne	001216	Univ	Pri-Rel		CA
University of Louisville	001999	Univ	Public		KY
University of Louisville, Hospital	990015	Other	Public		KY
University of Lowell	002161	Univ	Public		MA
University of Maine, Augusta	006760	2-yr	Public	Campus	ME
University of Maine, Farmington	002040	4-yr	Public	Campus	ME
University of Maine, Fort Kent	002041	Univ	Public	Campus	ME
University of Maine, Machias	002055	4-yr	Public	Campus	ME
University of Maine, Orono	002053	Univ	Public	Main	ME
University of Maine, Presque Isle	002033	Univ	Public	Main	ME
University of Maine, System Office	008012	Univ	Public	Office	ME
University of Mary Hardin-Baylor	003588	Univ	Pri-Rel		TX
University of Maryland, Baltimore County	002105	Univ	Public	Campus	MD
University of Maryland, Baltimore Professional Schools	002104	Med	Public	Campus	MD
University of Maryland, College Park	002103	Univ	Public	Main	MD
University of Maryland, Eastern Shore	002106	Univ	Public	Campus	MD
University of Maryland, System Office	007959	Univ	Public	Office	MD
University of Massachusetts Medical School, Worcester	009756	Med	Public	Main	MA
University of Massachusetts, Amherst	002221	Univ	Public	Main	MA
University of Medicine and Dentistry of New Jersey, Newark	002620	Med	Public	Main	NJ
University of Miami	001536	4-yr	Pri-Ind		FL
University of Michigan, Ann Arbor	009092	Univ	Public	Main	MI
University of Michigan, Dearborn	002326	Univ	Public	Campus	MI
University of Michigan, Flint	002327	4-yr	Public	Campus	MI
University of Minnesota, Duluth	002388	Univ	Public	Campus	MN
University of Minnesota, Minneapolis Saint Paul	003969	Univ	Public	Office	MN
University of Minnesota, Morris	002389	4-yr	Public	Campus	MN
University of Mississippi, Medical Center	004688	Med	Public	Campus	MS
University of Mississippi, System Office	008022	Univ	Public	Office	MS
University of Missouri, Columbia	002516	Univ	Public	Main	MO
University of Missouri, Kansas City	002518	Univ	Public	Main	MO
University of Missouri, Rolla	002517	Univ	Public	Main	MO
University of Missouri, Saint Louis	002519	Univ	Public	Campus	MO
University of Missouri, System Office	002515	Univ	Public	Office	MO
University of Montana	002536	Univ	Public	Main	MT
University of Montevallo	001004	Univ	Public		AL
University of Nebraska, Lincoln	002565	Univ	Public	Main	NE
University of Nebraska, Medical Center	006895	Med	Public	Main	NE
University of Nebraska, Omaha	002554	Univ	Public	Main	NE
University of Nebraska, System Office	008025	Univ	Public	Office	NE
University of Nevada, Las Vegas	002569	Univ	Public	Main	NV
University of Nevada, Reno	002568	Univ	Public	Main	NV
University of New Hampshire, Main	002589	Univ	Public	Main	NH
University of New Hampshire, System Office	008027	Univ	Public	Office	NH
University of New Mexico, Main	010313	Univ	Public		NM
University of New Orleans	002015	Univ	Public	Campus	LA
University of North Alabama	001016	Univ	Public		AL
University of North Carolina, Asheville	002907	Univ	Public	Campus	NC
University of North Carolina, Chapel Hill	002974	Univ	Public	Main	NC
University of North Carolina, Charlotte	002975	Univ	Public	Main	NC
University of North Carolina, Greensboro	002976	Univ	Public	Campus	NC
University of North Dakota, Main	003005	Univ	Public		ND
University of Northern Colorado	001349	Univ	Public		CO
University of Northern Iowa	001890	Univ	Public		IA
University of Notre Dame	001840	Univ	Pri-Ind		IN
University of Oklahoma, Health Sciences Center	005889	Med	Public	Campus	OK
University of Oklahoma, Norman	003184	Univ	Public	Main	OK
University of Oregon, Health Sciences Center	004882	Med	Public	Campus	OR
University of Oregon, Main	003223	Univ	Public	Main	OR

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University of Osteopathic Medicine and Health Sciences	001855	Univ	Pri-Ind		IA
University of Pennsylvania	003378	Univ	Pri-Ind		PA
University of Phoenix	029143	Univ	Pri-Ind	Office	AZ
University of Puerto Rico, Cayey University College	007206	4-yr	Public	Campus	PR
University of Puerto Rico, Humacao University College	003943	4-yr	Public	Campus	PR
University of Puerto Rico, Mayaguez	003944	Univ	Public	Campus	PR
University of Puerto Rico, Medical Sciences Campus	003945	Med	Public	Main	PR
University of Puget Sound	003797	Univ	Pri-Ind		WA
University of Redlands	001322	Univ	Pri-Ind		CA
University of Rhode Island	003414	Univ	Public		RI
University of Richmond	003744	Univ	Pri-Rel		VA
University of Rochester	002894	Univ	Pri-Ind		NY
University of Saint Thomas	003654	Univ	Pri-Rel		TX
University of San Diego	010395	Univ	Pri-Ind		CA
University of San Francisco	001325	Univ	Pri-Rel		CA
University of Santa Clara	001326	Univ	Pri-Rel		CA
University of Science and Arts of Oklahoma	003167	4-yr	Public		OK
University of Scranton	003384	Univ	Pri-Rel		PA
University of South Alabama	001057	Univ	Public		AL
University of South Carolina, Aiken	003449	4-yr	Public	Campus	SC
University of South Carolina, Coastal Carolina College	003451	4-yr	Public	Campus	SC
University of South Carolina, Spartanburg	006951	Univ	Public	Campus	SC
University of South Carolina, System Office	008049	Univ	Public	Office	SC
University of South Carolina, Union	004927	2-yr	Public		SC
University of South Dakota, Main	003474	Univ	Public	Main	SD
University of South Dakota, Springfield	003472	4-yr	Public	Campus	SD
University of South Florida	001537	Univ	Public		FL
University of Southern California	001328	Univ	Pri-Ind		CA
University of Southern Colorado	001365	Univ	Public		CO
University of Southern Maine	009762	Univ	Public	Campus	ME
University of Southern Mississippi	002441	Univ	Public		MS
University of Southwestern Louisiana	002031	Univ	Public		LA
University of Steubenville	003036	Univ	Pri-Ind		OH
University of Tampa	001538	Univ	Pri-Ind		FL
University of Tennessee, Center for the Health Sciences	006725	Univ	Public	Campus	TN
University of Tennessee, Chattanooga	003529	Univ	Public	Campus	TN
University of Tennessee, Institute of Agriculture	990008	Other	Public	Campus	TN
University of Tennessee, Knoxville	003530	Univ	Public	Main	TN
University of Tennessee, Martin	003531	Univ	Public	Main	TN
University of Texas Health Science Center, San Antonio	003659	Med	Public	Main	TX
University of Texas Medical Branch, Galveston	004952	Med	Public	Campus	TX
University of Texas, Arlington	003656	Univ	Public		TX
University of Texas, Austin	003658	Univ	Public		TX
University of Texas, Dallas	009741	Other	Public	Campus	TX
University of Texas, El Paso	003661	Univ	Public	Main	TX
University of Texas, Permian Basin	009930	Univ	Public	Campus	TX
University of Texas, San Antonio	010115	Univ	Public	Main	TX
University of Texas, System Office	003655	Univ	Public	Office	TX
University of Texas, Tyler	029164	Univ	Public	Campus	TX
University of Toledo	003131	Univ	Public		OH
University of Tulsa	003185	Univ	Pri-Ind		OK
University of Utah	003675	Univ	Public		UT
University of Vermont	003696	Univ	Public		VT
University of Virginia, Main	006968	Univ	Public	Main	VA
University of West Florida	003955	Univ	Public	Main	FL
University of Wisconsin, Eau Claire	003917	Univ	Public	Main	WI
University of Wisconsin, Green Bay	003899	Univ	Public	Main	WI
University of Wisconsin, Madison	003895	Univ	Public	Main	WI
University of Wisconsin, Milwaukee	003896	Univ	Public	Campus	WI
University of Wisconsin, Oshkosh	009630	Univ	Public	Campus	WI
University of Wisconsin, Parkside	005015	Univ	Public	Main	WI
University of Wisconsin, Stevens Point	003924	Univ	Public	Main	WI
University of Wisconsin, Stout	003915	Univ	Public	Main	WI
University of Wisconsin, Superior	003925	Univ	Public	Campus	WI
University of Wisconsin, System Office	003894	Univ	Public	Office	WI
University of Wisconsin, Whitewater	003926	4-yr	Public	Main	WI
University of Wyoming	003932	Univ	Public		WY
University of the Pacific	001329	Univ	Pri-Ind	Main	CA
University of the South	003534	4-yr	Pri-Rel		TN
Urbana College	003133	4-yr	Pri-Rel	Office	OH
Ursuline College	003134	4-yr	Pri-Rel		OH
Utah State University	003677	Univ	Public		UT
Utah Technical College, Provo	004027	Tech	Public		UT
Utah Technical College, Salt Lake City	005220	2-yr	Public		UT
Valdosta State College	001599	4-yr	Public		GA
Valencia Community College	006750	2-yr	Public		FL
Valley Forge Military Junior College	003386	2-yr	Pri-Ind		PA

Responding Institutions
All Institutions
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INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Valparaiso University	001842	Univ	Pri-Rel		IN
Vanderbilt University	003535	Univ	Pri-Ind		TN
Vassar College	002895	4-yr	Pri-Ind		NY
Victoria College	003662	2-yr	Public		TX
Villa Maria College	003387	Tech	Pri-Rel		PA
Villanova University	003388	Univ	Pri-Rel		PA
Vincennes University	001843	2-yr	Public		IN
Virginia Commonwealth University	003735	Univ	Public		VA
Virginia Community College, System Office	008904	2-yr	Public	Office	VA
Virginia Highlands Community College	007099	2-yr	Public	Main	VA
Virginia Military Institute	003753	4-yr	Public		VA
Virginia Polytechnic Institute and State University	003754	Univ	Public		VA
Virginia State University	003764	Univ	Public		VA
Virginia Wesleyan College	003767	4-yr	Pri-Rel		VA
Virginia Western Community College	003760	2-yr	Pri-Rel	Main	VA
Viterbo College	003911	4-yr	Pri-Rel		WI
Volunteer State Community College	009912	2-yr	Public		TN
Voorhees College	003455	4-yr	Pri-Rel		SC
Wabash College	001844	4-yr	Pri-Ind		IN
Wagner College	002899	4-yr	Pri-Rel		NY
Wake Forest University	002978	Univ	Pri-Rel		NC
Waldorf College	001895	2-yr	Pri-Rel		IA
Walters State Community College	008863	2-yr	Public		TN
Warner Southern College	008848	4-yr	Pri-Rel		FL
Washburn University, Topeka	001949	Univ	Public		KS
Washington Bible College	001462	4-yr	Pri-Ind		MD
Washington State Board for Community College Education	990009	Other	Public	Office	WA
Washington State Community College, System Office	010784	2-yr	Public	Office	WA
Washington Technical College	010453	2-yr	Public		OH
Washington University	002520	Univ	Pri-Ind		MO
Washington and Jefferson College	003389	4-yr	Pri-Ind		PA
Washtenaw Community College	002328	2-yr	Public		MI
Waterbury State Technical College	001423	2-yr	Public		CT
Waubesa Community College	006931	2-yr	Public		IL
Waukesha County Technical Institute	009258	Tech	Public		WI
Wayne State College	002566	4-yr	Public		NE
Wayne State University	002329	Univ	Public		MI
Waynesburg College	003391	4-yr	Pri-Ind		PA
Weber State College	003680	4-yr	Public	Main	VT
Wellesley College	002224	4-yr	Pri-Ind		MA
Wells College	002901	4-yr	Pri-Ind		NY
Wenatchee Valley College	003801	2-yr	Public		WA
Wentworth Institute of Technology	029099	4-yr	Pri-Ind		MA
Wesleyan College	001600	4-yr	Pri-Rel		GA
Wesleyan University	001424	Univ	Pri-Ind		CT
West Georgia College	001601	4-yr	Public		GA
West Shore Community College	007950	2-yr	Public		MI
West Texas State University	003665	Univ	Public		TX
West Virginia College of Graduate Studies	006869	Other	Public		WV
West Virginia Board of Regents	990011	Other	Public	Office	WV
West Virginia Northern Community College	009054	2-yr	Public		WV
West Virginia School of Osteopathic Medicine	011245	Med	Public		WV
West Virginia State College	003826	4-yr	Public		WV
West Virginia University	003827	Univ	Public		WV
West Virginia Wesleyan College	003830	4-yr	Pri-Rel		WV
Westark Community College	001110	2-yr	Public		AR
Westbrook College	002056	2-yr	Pri-Ind		ME
Western Carolina University	002981	Univ	Public	Main	NC
Western Conservative Baptist Seminary	007178	Theol	Pri-Rel		OR
Western Illinois University	001780	Univ	Public		IL
Western Interstate Commission for Higher Education	999999	Other	Public		CO
Western Kentucky University	002002	Univ	Public		KY
Western Maryland College	002109	4-yr	Pri-Ind		MD
Western Michigan University	002330	Univ	Public		MI
Western Montana College	002537	4-yr	Public		MT
Western New England College	002226	Other	Pri-Ind		MA
Western New Mexico University	002664	Univ	Public		NM
Western Oklahoma State College	003146	2-yr	Public		OK
Western Texas College	009549	2-yr	Public		TX
Western Washington University	003802	Univ	Public		WA
Western Wyoming Community College	003933	2-yr	Public		WY
Westfield State College	002189	4-yr	Public		MA
Westminster College	002523	4-yr	Pri-Ind		MO
Westminster College	003681	4-yr	Pri-Ind		VT
Westminster Theological Seminary	003393	Theol	Pri-Ind		PA
Westmont College	001341	4-yr	Pri-Ind		CA
Westmoreland County Community College	010176	2-yr	Public	Main	PA

Responding Institutions
All Institutions
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INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Wheaton College	001781	4-yr	Pri-Rel		IL
Wheaton College	002227	4-yr	Pri-Ind		MA
Wheeling College	003831	4-yr	Pri-Rel		WV
Whitman College	003803	4-yr	Pri-Ind		WA
Whittier College	001342	4-yr	Pri-Ind		CA
Whitworth College	003804	4-yr	Pri-Ind		WA
Wichita State University	001950	Univ	Public		KS
Widener College of Widener University	003313	Univ	Pri-Ind	Office	PA
William Carey College	002447	4-yr	Pri-Rel		MS
William Marsh Rice University	003604	Univ	Pri-Ind		TX
William Paterson College	002625	4-yr	Public		NJ
William Penn College	001900	4-yr	Pri-Rel		IA
William Rainey Harper College	003961	2-yr	Public		IL
Williams College	002229	4-yr	Pri-Ind		MA
Williamsburg Technical College	009322	2-yr	Public		SC
Williamsport Area Community College	003395	2-yr	Public		PA
Willmar Community College	002392	2-yr	Public	Campus	MN
Wilmington College	003142	4-yr	Pri-Rel		OH
Wilson County Technical Institute	004845	Tech	Public		NC
Winona State University	002394	Univ	Public	Main	MN
Winthrop College	003456	4-yr	Public		SC
Wittenberg University	003143	Univ	Pri-Rel		OH
Woodbury University	001343	Univ	Pri-Ind		CA
Worcester Polytechnic Institute	002233	4-yr	Pri-Ind		MA
Worcester State College	002190	4-yr	Public	Campus	MA
Worthington Community College	002395	2-yr	Public	Campus	MN
Wytheville Community College	003761	2-yr	Public	Main	VA
Xavier University of Louisiana	002032	Univ	Pri-Ind		LA
Yankton College	003476	4-yr	Pri-Rel		SD
Yavapai College	001079	2-yr	Public	Main	AZ
York College of Pennsylvania	003399	4-yr	Pri-Ind		PA
Young Harris College	001604	2-yr	Pri-Rel		GA
Youngstown State University	003145	Univ	Public		OH

CUPA

1982~83 Administrative Compensation Survey

CONDUCTED BY

College and University Personnel Association

11 Dupont Circle, Suite 120
Washington, D.C. 20036
(202) 462-1038

SURVEY QUESTIONNAIRE PACKET

1982-83 CUPA ADMINISTRATIVE COMPENSATION SURVEY

INSTRUCTIONS

PLEASE MAIL THE COMPLETED QUESTIONNAIRE ONLY BY SEPTEMBER 30, 1982 TO: CUPA SURVEYS, P.O. BOX 71114, PITTSBURGH, PA. 15213. IF YOU HAVE ANY QUESTIONS PLEASE CALL CUPA AT (202) 462-1038.

I. GENERAL

1. PRINT or TYPE all information.
2. Do not use abbreviations.
3. Make sure your questionnaire package includes instructions, a listing of survey position descriptions, and a questionnaire form.
4. Return only the questionnaire form.
5. To make your task easier, read all instructions first, then detach questionnaire and fill it out using the instructions as a guide.

II. INSTRUCTIONS ON INSTITUTIONAL IDENTIFICATION QUESTIONS (Please make sure that you correctly answer all institutional identification questions. This section is vital for accurate inputting of the rest of your answers to the questionnaire.)

A. **FICE Identification/Code** - First fill in your institution's FICE Code in the upper right hand corner of page one of the questionnaire. Please check to make sure that the Code you provide is correct. Unique to each institution, the Federal Interagency Committee on Education (FICE) identification code is an unstructured number used for statistical purposes. The primary purpose of FICE is the precise identification of a particular institution of higher education. If you are unsure of, or cannot find, the correct FICE Code, CUPA will fill it in for you. (Appendix B to past years' Reports indicates FICE Codes for institutions that have previously participated.)

B. Institutional Identification

1. *Name/Address* - Print or type your institution's full name and address including city, state, and zip code. Also, provide your own name, title, and telephone number.
2. *Classifications* - Indicate whether your institution is a two year college, four year college, university, law school, medical school or center, or theological seminary. If some other type of institution, please specify in the space provided.
3. *Source of Support* - Indicate whether your institution is public, private and religious group affiliated, or private and independent.
4. *System Structure* - Indicate whether the data you report is for personnel primarily associated with either a single institution, an administrative office of a system, a main campus of a system, or a branch campus of a system.
5. *Size Measures* - Provide four answers, one for each space, indicating your institution's total full-time equivalent enrollment, faculty, administrative staff, and total 1982-83 operating budget. Total operating budget includes the total institutional budget used for current educational and general operations (including research funds) exclusive of student aid, auxiliary enterprises such as hospitals, service functions, capital funds, and similar activities.

(Important Note: If you check "administrative office of a system" in Question 4, please provide system-wide figures for the four parts to Question 5. If you check "main campus of a system" or "branch campus of a system" in Question 4, provide main campus or branch campus figures, respectively, in Question 5.)

III. SURVEY POSITION INSTRUCTIONS

GENERAL. Most of the positions identified in the Survey are common to typical college and university operations. If you are unsure about the identification of any position, please refer to the "Summary Position Descriptions" that follow. Do not indicate data for a position that is less than 50% time. Report all salaries based on 100% effort and indicate the term by the number of months that salaries cover. Report only current information despite the possibility of future or pending salary changes. **(Your speed in returning this questionnaire is essential.)**

This survey questionnaire asks that you record data for primary administrative positions (example 45.0 Director, Student Housing) and secondary administrative positions (example 45.1 Associate Director, Student Housing). For institutions that have several incumbents holding the same secondary titled position, please report additional data on the last page of this instrument. (For example if your institution has three Associate Directors, Student Housing, record data for one of the incumbents next to position 45.1 on page 6, and data for the remaining two on page 9. On page 9, please note the title and number of the position for which you are recording data.

Positions 56.0 - 61.0 represent titles that indicate frequently found combinations of administrative responsibility, such as Director of Personnel and Affirmative Action or Director of Admissions and Financial Aid. If such administrative combinations exist at your institution, report them in the "Combined Responsibility Positions" section (position numbers 56.0 - 61.0). If data on a combined administrative responsibility position are reported in the Combined Responsibility section, **do not** report the same data elsewhere in the Survey as two Survey positions. For example, if your institution has a single administrator who is Director of Admissions and Financial Aid, report it in the Combined Responsibility section as position number 59.0. Do not report it as position number 36.0, which is reserved for Director of Admissions only, or position number 39.0, which is reserved for Director of Student Financial Aid only.

SALARY AND TERM IN MONTHS. Indicate the actual full-time equivalent (FTE) salary for each position, then report the term in the number of months that salary covers. Report all salaries at full-time (100%) effort. For example: (1) your registrar works part-time, 50% for 12 months a year for a salary of \$10,000. For the purposes of the Survey enter \$20,000 as the FTE salary and 12 months as the term covered; (2) your Director of Student Housing is on a 9-month, 100% effort contract worth \$9,000. Enter \$9,000 as the FTE salary and 9 months as the term covered.

REPORTING RELATIONSHIP. Please show by each number from the Survey (each position has a separate number) the senior position to which each position reports. For example, the Director of Affirmative Action/Equal Employment is position number 23.0. If that person reports to the Chief Personnel/Human Resources Officer, position number 10.0, you would write 10.0 in the reporting relationship column next to Director of Affirmative Action/Equal Employment.

To facilitate the completion of the survey questionnaire, we have listed secondary position titles under the primary position title to which the incumbent is most likely to report. However, the reporting relationship in your institution may differ. Please record this reporting relationship **as it exists on your campus.** For example, we have listed the Manager/Payroll (10.2) under the supervision of the Chief Personnel/Human Resources Officer (10.0). At your institution, the Manager/Payroll may report to the Chief Business Officer (5.0). Again, please report according to the situation on your campus.

YEARS OF SERVICE IN PRESENT POSITION. Indicate the number of years that the incumbent has served in this position. Round to the next highest year, using six months as your guide. For example, 5 years, 2 months = 5 years; 7 to 12 months = 1 year; 1-6 months = 0 years. If a position is currently vacant, enter "V" and the minimum salary (if known) at which you are currently advertising/recruiting.

HIRE. The Survey asks whether the person presently occupying each position was promoted or transferred from inside or hired from outside your institution. Circle the "I" if the individual moved to the job from another job within your institution, or circle the "O" if recruited from the outside.

SEX. Indicate by circling "M" (male) or "F" (female) the sex of the person currently serving in each position.

MINORITY. Indicate by circling "Y" (Yes) or "N" (No) whether the person serving in each position is a minority member. A minority for Survey purposes is defined as Black/Afro-American/Negro; American Indian; Oriental; Mexican American/Chicano; and Puerto Rican-American.

THIS COLUMN
FOR
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ONLY

A. FICE CODE _____

PLEASE REFER TO PRECEDING INSTRUCTIONS

Print or Type, Do not abbreviate. Detach and mail by September 30 to: CUPA SURVEYS, P. O. Box 71114, Pittsburgh, Pa. 15213. If you have questions call CUPA at (202) 462-1038.

B. INSTITUTIONAL IDENTIFICATION

1. NAME/ADDRESSES

Name of Institution _____

Address of Institution _____ City/State/Zip _____

Respondent _____ Title _____ Telephone _____

2. CLASSIFICATION (check one)

- a. _____ 2 Year College
- b. _____ 2 Year Technical Institute
- c. _____ 4 Year College
- d. _____ University

- e. _____ Law School
- f. _____ Medical School or Center
- g. _____ Theological Seminary
- h. _____ Other (please note below)

3. SOURCE OF SUPPORT (check one)

- a. _____ Public
- b. _____ Private, religious group affiliated
- c. _____ Private, independent

4. SYSTEM STRUCTURE

- a. _____ A single institution
- b. _____ An administrative office of a system
- c. _____ A main campus of a system
- d. _____ A branch campus of a system

5. SIZE MEASURES.

(Please note for the following four questions: If you checked "administrative office of a system" in Number 4 above, then please answer the questions below with system-wide figures. Main campuses provide figures for main campuses and branch campuses should supply figures only for the branch campus.)

- a. _____ Total full-time equivalent ENROLLMENT
- b. _____ Total full-time equivalent FACULTY
- c. _____ Total full-time equivalent ADMINISTRATIVE STAFF
- d. _____ Total 1982-83 BUDGET (BUDGET includes the total

institutional budget used for current educational and general operations (including research funds) exclusive of student aid auxiliary enterprises such as hospitals, service functions, capital funds and similar activities.)

6. INSTITUTION ASSOCIATION AFFILIATION (Check as many as applicable)

So that we may share our data base within the Higher Education Association Community, please check ONLY those associations in which your institution holds active membership:

- _____ American Association of Community and Junior Colleges (AACJC)
- _____ American Association of State Colleges and Universities (AASCU)
- _____ Association of American Colleges (AAC)
- _____ Association of Catholic Colleges and Universities (AACU)
- _____ Association of Community College Trustees (ACCT)
- _____ Association of Governing Boards of Universities and Colleges (AGB)
- _____ College and University Personnel Association (CUPA)
- _____ Council of Independent Colleges (CIC)
- _____ National Association of Independent Colleges and Universities (NAICU)
- _____ American Council on Education (ACE)
- _____ National Association of State Universities and Land Grant Colleges (NASULGC)

1982-83
COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION
ADMINISTRATIVE COMPENSATION SURVEY
(See Survey Position Instructions)

Please provide only the information asked for. Do not make changes (e.g. adding to or crossing out parts of titles). We welcome your comments but please provide them on a separate sheet of paper.

Office or Function and Title	Salary	Term Covered by Salary in Months	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex		Minority	
						Male/Fem.		Yes/No	
						(circle one) M	(circle one) F	(circle one) Y	(circle one) N
1.0 Chief Executive Officer System/District/Multi-Campus Operation (President/Chancellor)					I O	M	F	Y	N
1.1 Assistant to the President					I O	M	F	Y	N
2.0 Chief Executive Officer of a Single Institution (President/Chancellor)					I O	M	F	Y	N
2.1 Assistant to the President/Single Institution					I O	M	F	Y	N
3.0 Executive Vice President					I O	M	F	Y	N
4.0 Chief Academic Officer					I O	M	F	Y	N
5.0 Chief Business Officer					I O	M	F	Y	N
6.0 Chief Student Affairs Officer					I O	M	F	Y	N
6.1 Director, Student Activities					I O	M	F	Y	N
7.0 Chief Development Officer					I O	M	F	Y	N
7.1 Director, Annual Giving					I O	M	F	Y	N
7.2 Director, Corporate/Foundation Relations					I O	M	F	Y	N
7.3 Coordinator, Resource Development					I O	M	F	Y	N
7.4 Director, Estate Planning					I O	M	F	Y	N

Office or Function and Title	Salary	Term Covered by Salary in Months	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex		Minority	
						Male/Fem.		Yes/No	
						(circle one) M	(circle one) F	(circle one) Y	(circle one) N
8.0 Chief Public Relations Officer					I O	M	F	Y	N
9.0 Chief Planning Officer					I O	M	F	Y	N
10.0 Chief Personnel/Human Resources Officer					I O	M	F	Y	N
10.1 Associate Director Personnel/Human Resources					I O	M	F	Y	N
10.2 Manager, Payroll					I O	M	F	Y	N
10.3 Manager, Benefits					I O	M	F	Y	N
10.4 Manager, Training and Development					I O	M	F	Y	N
10.5 Manager, Employee Relations					I O	M	F	Y	N
10.6 Manager, Employment					I O	M	F	Y	N
10.7 Manager, Wage and Salary/Manager, Compensation					I O	M	F	Y	N
10.8 Manager, Personnel Information Systems					I O	M	F	Y	N
11.0 Chief Health Professions Officer					I O	M	F	Y	N
12.0 Chief Budgeting Officer					I O	M	F	Y	N
13.0 Director, Legal Services					I O	M	F	Y	N
14.0 Registrar					I O	M	F	Y	N
14.1 Associate Registrar					I O	M	F	Y	N
14.2 Assistant Registrar					I O	M	F	Y	N
15.0 Director, Church Relations					I O	M	F	Y	N
16.0 Director, Learning Resources Center					I O	M	F	Y	N
17.0 Director, Library Services					I O	M	F	Y	N

Office or Function and Title	Salary	Term Covered by Salary in Months	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex		Minority	
						Male/Fem.		Yes/No	
						(circle one) M	(circle one) F	(circle one) Y	(circle one) N
18.0 Director, Computer Center					I O	M	F	Y	N
18.1 Director, Computer Center Operations/Academic					I O	M	F	Y	N
18.2 Director, Computer Center Operations/Administrative					I O	M	F	Y	N
19.0 Director, Educational Media Services					I O	M	F	Y	N
20.0 Director, Institutional Research					I O	M	F	Y	N
21.0 Director, Special and Deferred Gifts					I O	M	F	Y	N
22.0 Administrator, Grants and Contracts					I O	M	F	Y	N
22.1 Grants/Contracts Development Specialist					I O	M	F	Y	N
23.0 Director, Affirmative Action/Equal Employment					I O	M	F	Y	N
24.0 Chaplain					I O	M	F	Y	N
25.0 Comptroller					I O	M	F	Y	N
25.1 Director, Accounting					I O	M	F	Y	N
26.0 Director, Internal Audit					I O	M	F	Y	N
27.0 Bursar					I O	M	F	Y	N
28.0 Director, Food Services					I O	M	F	Y	N
28.1 Associate Director, Food Services					I O	M	F	Y	N
28.2 Administrative Dietician					I O	M	F	Y	N

Office or Function and Title	Salary	Term Covered by Salary in Months	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex		Minority	
						Male/Fem.		Yes/No	
						(circle one) M	(circle one) F	(circle one) Y	(circle one) N
29.0 Chief, Physical Plant/ Facilities Management Officer					I O	M	F	Y	N
29.1 Associate Director, Physical Plant/ Facilities Management					I O	M	F	Y	N
29.2 Superintendent Build- ings & Grounds/Main- tenance Operations					I O	M	F	Y	N
30.0 Director, Purchasing					I O	M	F	Y	N
31.0 Director, Bookstore					I O	M	F	Y	N
32.0 Director, Campus Security					I O	M	F	Y	N
33.0 Director, Information Systems					I O	M	F	Y	N
34.0 Director, News Bureau					I O	M	F	Y	N
35.0 Director, Auxiliary Services					I O	M	F	Y	N
35.1 Manager Printing Services					I O	M	F	Y	N
36.0 Director, Admissions					I O	M	F	Y	N
36.1 Associate Director, Admissions					I O	M	F	Y	N
36.2 Assistant Director, Admissions					I O	M	F	Y	N
36.3 Admissions Counselor					I O	M	F	Y	N
37.0 Director, Foreign Studies					I O	M	F	Y	N
38.0 Director, International Studies Education					I O	M	F	Y	N
39.0 Director, Student Financial Aid					I O	M	F	Y	N
39.1 Financial Aid Counselor					I O	M	F	Y	N
40.0 Director, Student Placement					I O	M	F	Y	N
40.1 Placement Counselor					I O	M	F	Y	N
41.0 Director, Student Counseling					I O	M	F	Y	N

Office or Function and Title	Salary	Term Covered by Salary in Months	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex		Minority	
						Male/Fem.		Yes/No	
						(circle one) M	(circle one) F	(circle one) Y	(circle one) N
42.0 Director, Student Union					I O	M	F	Y	N
42.1 Assistant Director, Student Union					I O	M	F	Y	N
42.2 Union Business Manager					I O	M	F	Y	N
43.0 Director, Student Health Services (Physician Administrator)					I O	M	F	Y	N
44.0 Director, Student Health Services (Nurse Administrator)					I O	M	F	Y	N
45.0 Director, Student Housing					I O	M	F	Y	N
45.1 Associate Director, Student Housing					I O	M	F	Y	N
45.2 Housing Officer/ Administrative Operations					I O	M	F	Y	N
45.3 Housing Officer/ Residence Life					I O	M	F	Y	N
45.4 Housing Officer/ Family Housing					I O	M	F	Y	N
46.0 Director, Athletics					I O	M	F	Y	N
46.1 Director, Sports Information					I O	M	F	Y	N
47.0 Director, Athletics/Men					I O	M	F	Y	N
48.0 Director, Athletics/Women					I O	M	F	Y	N
49.0 Director, Campus Recreation/Intramurals					I O	M	F	Y	N
50.0 Director, Alumni Affairs					I O	M	F	Y	N
51.0 Director, Information Office					I O	M	F	Y	N
52.0 Director, Community Serv.					I O	M	F	Y	N
53.0 Administrator, Hospital Medical Center					I O	M	F	Y	N
53.1 Director, Medical Ctr. Public Rel/Affairs					I O	M	F	Y	N

Office or Function and Title	Salary	Term Covered by Salary in Months	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex		Minority	
						Male/Fem.		Yes/No	
						(circle one) M	(circle one) F	(circle one) Y	(circle one) N
54.0 Director, Publications					I O	M	F	Y	N
55.0 Director, Risk Management and Insurance					I O	M	F	Y	N
* * * * * COMBINED RESPONSIBILITY * * * * *									
56.0 Chief Planning & Budget Officer					I O	M	F	Y	N
57.0 Chief Development & Public Relations Officer					I O	M	F	Y	N
58.0 Director, Personnel & Affirmative Action					I O	M	F	Y	N
59.0 Director, Admissions & Financial Aid					I O	M	F	Y	N
60.0 Director, Housing & Food Service					I O	M	F	Y	N
61.0 Director, Development & Alumni Affairs					I O	M	F	Y	N
* * * * * DEANS * * * * *									
62.0 Architecture					I O	M	F	Y	N
63.0 Agriculture					I O	M	F	Y	N
64.0 Arts and Letters					I O	M	F	Y	N
65.0 Arts and Sciences					I O	M	F	Y	N
66.0 Business					I O	M	F	Y	N
67.0 Communications					I O	M	F	Y	N
68.0 Continuing Education					I O	M	F	Y	N
69.0 Dentistry					I O	M	F	Y	N
70.0 Education					I O	M	F	Y	N
71.0 Engineering					I O	M	F	Y	N
72.0 Experimental Programs					I O	M	F	Y	N
73.0 Extension					I O	M	F	Y	N
74.0 Fine Arts					I O	M	F	Y	N

Office or Function and Title	Salary	Term Covered by Salary in Months	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex		Minority	
						Male/Fem.		Yes/No	
						(circle one) M	(circle one) F	(circle one) Y	(circle one) N
75.0 Graduate Programs					I O	M	F	Y	N
76.0 Health Related Professionals					I O	M	F	Y	N
77.0 Home Economics					I O	M	F	Y	N
78.0 Humanities					I O	M	F	Y	N
79.0 Instruction					I O	M	F	Y	N
80.0 Law					I O	M	F	Y	N
81.0 Library & Information Sciences					I O	M	F	Y	N
82.0 Mathematics					I O	M	F	Y	N
83.0 Medicine					I O	M	F	Y	N
84.0 Music					I O	M	F	Y	N
85.0 Nursing					I O	M	F	Y	N
86.0 Occupational Studies/ Vocational Education/ Technology					I O	M	F	Y	N
87.0 Pharmacy					I O	M	F	Y	N
88.0 Public Health					I O	M	F	Y	N
89.0 Sciences					I O	M	F	Y	N
90.0 Social Sciences					I O	M	F	Y	N
91.0 Social Work					I O	M	F	Y	N
92.0 Special Programs					I O	M	F	Y	N
93.0 Undergraduate Programs					I O	M	F	Y	N
93.1 Academic Counselor					I O	M	F	Y	N
94.0 Veterinary Medicine					I O	M	F	Y	N

Please use the spaces below to provide information about additional incumbents holding listed secondary positions. (For example, if your institution has three Associate Directors, Student Housing, record data for one of the incumbents next to position 45.1 on page 6, and record data for the remaining two below.)

[illegible]

PLEASE SEND COMPLETED SURVEY QUESTIONNAIRE BY SEPTEMBER 30, 1982 TO:
CUPA SURVEYS, P. O. BOX 71114, PITTSBURGH, PENNSYLVANIA 15213

1982-83 ADMINISTRATIVE COMPENSATION SURVEY
SUMMARY POSITION DESCRIPTIONS

APPENDIX D

Please review these summary position descriptions before entering compensation figures in order to insure reasonable comparability of survey data. When the differences between the summary description and the duties actually performed in the responding institution are substantial, or simply do not apply, no data should be reported.

- 1.0 CHIEF EXECUTIVE OFFICER OF A SYSTEM/DISTRICT/MULTI-CAMPUS OPERATION (PRESIDENT/CHANCELLOR):** The principal administrative official responsible for the direction of all operations of a system, district, or multicampus structure.
 - 1.1 ASSISTANT TO THE PRESIDENT:** The senior professional staff assistant to the President/Chancellor.
- 2.0 CHIEF EXECUTIVE OFFICER OF A SINGLE INSTITUTION (PRESIDENT/CHANCELLOR):** The principal administrative official responsible for the direction of all operations of a campus or an institution of higher education.
 - 2.1 ASSISTANT TO THE PRESIDENT/SINGLE INSTITUTION:** The senior professional staff assistant to the President/Chancellor.
- 3.0 EXECUTIVE VICE PRESIDENT:** The principal administrative official, in lieu of the Chief Executive Officer, responsible for the direction of all operations of an institution of higher education. Reports to the Chief Executive Officer.
- 4.0 CHIEF ACADEMIC OFFICER (MAY ALSO BE TITLED PROVOST):** The senior administrative official responsible for the direction of the academic program of the institution. Functions typically include teaching, research, extension, admissions, registrar, and library activities. Reports to the Chief Executive Officer.
- 5.0 CHIEF BUSINESS OFFICER:** The senior administrative official responsible for the direction of business and financial affairs. Functions supervised typically include purchasing, physical plant management, property management, auxiliary enterprises, personnel services, investments, accounting, and related matters.
- 6.0 CHIEF STUDENT AFFAIRS OFFICER:** The senior administrative official responsible for the direction of extra-curricular student life programs. Functions typically include student counseling and testing, student placement, student union, relationships with student organizations, and related functions.
 - 6.1 DIRECTOR, STUDENT ACTIVITIES:** Responsible for coordinating all campus student activities including special events, student organizations, publications, and student government activities.
- 7.0 CHIEF DEVELOPMENT OFFICER:** The senior administrative official responsible for institutional development programs. Incumbent typically leads the institutional fund-raising and, in the absence of an organizational co-equal specifically assigned to the function, public relations, alumni relations, and information office activities.
 - 7.1 DIRECTOR, ANNUAL GIVING:** Plans and executes the institution's campaign for annual gift support from all constituents, including alumni.
 - 7.2 DIRECTOR, CORPORATE/FOUNDATION RELATIONS:** Plans and carries out the institution's program of soliciting gifts and grants from corporations and foundations.
 - 7.3 COORDINATOR, RESOURCE DEVELOPMENT:** Organizes and oversees the institution's records relating to current and prospective donors, conducts research to discover prospects for gifts, and documents the association of these prospects with the college or university.
 - 7.4 DIRECTOR, ESTATE PLANNING:** Plans, organizes, and conducts a comprehensive estate planning and deferred giving program pursuant to the developmental goals of the college or university.
- 8.0 CHIEF PUBLIC RELATIONS OFFICER:** The senior administrative official responsible for public relations programs. Functions typically include public relations, news media relations, legislative relations, alumni relations, and information office services.

- 9.0 CHIEF PLANNING OFFICER:** The senior administrative official responsible for the direction of long-range planning, and the allocation of resources. Functions typically include budget planning, institutional research and facilities planning, and may also include responsibility for current planning and budgeting, as well as state and federal regulations. Reports to the Chief Executive Officer.
- 10.0 CHIEF PERSONNEL/HUMAN RESOURCES OFFICER:** The senior administrative official responsible for administering institutional personnel policies and practices for staff and/or faculty. Functions typically include personnel records, benefits, staff employment, wage and salary administration, and, where applicable, labor relations.
- 10.1 ASSOCIATE DIRECTOR, PERSONNEL/HUMAN RESOURCES:** The second senior administrator responsible for administering institutional personnel policies and practices for staff and/or faculty.
- 10.2 MANAGER, PAYROLL:** Supervises the operation of the institution's payroll system.
- 10.3 MANAGER, BENEFITS:** Responsible for implementing the benefits package for staff and/or faculty, such as medical, dental, long-term disability, retirement, and accidental death.
- 10.4 MANAGER, TRAINING AND DEVELOPMENT:** Directs and coordinates the various training reviews for employees of the institution, which may include in-house training for management and faculty as well as staff.
- 10.5 MANAGER, EMPLOYEE RELATIONS:** Advises and assists staff and/or faculty regarding general personnel policies and procedures such as the grievance procedure, employee relations, affirmative action, and equal opportunity.
- 10.6 MANAGER, EMPLOYMENT:** Responsible for the employment section of a personnel office, including recruiting, interviewing, and placement.
- 10.7 MANAGER, WAGE AND SALARY/MANAGER, COMPENSATION:** Responsible for maintaining classification and pay schedules for the institution. Conducts job audit, salary surveys, and monitors the pay plan.
- 10.8 MANAGER, PERSONNEL INFORMATION SYSTEMS:** Responsible for the payroll/personnel data base, which includes preparing specifications for data base improvements/enhancements, establishing and monitoring production schedules, and coordinating report generation, modifications, and development.
- 11.0 CHIEF HEALTH PROFESSIONS OFFICER:** The senior administrative official with the responsibility for administration of academic health programs, hospitals, clinics, and affiliated health-care programs.
- 12.0 CHIEF BUDGETING OFFICER:** The senior administrative officer responsible for the current budgetary operations. May also include responsibility for long-range planning unless there is a separate planning officer.
- 13.0 DIRECTOR, LEGAL SERVICES:** The principal salaried staff person responsible for advising the institution on its legal rights, obligations, or privileges. May act as agent in various transactions or serve as principal contact with other legal counsel. (Do not report unless on institution's payroll.)
- 14.0 REGISTRAR:** The administrative official with principal responsibility for student admissions and records. Functions typically include undergraduate admissions, classroom scheduling, maintenance of student records, and related matters.
- 14.1 ASSOCIATE REGISTRAR:** The second senior administrative official with principal responsibility for the performance of the Registrar's duties.
- 14.2 ASSISTANT REGISTRAR:** Subordinate to the Associate Registrar with responsibilities for one substantively related area (e.g. military/VA registration, international registration).
- 15.0 DIRECTOR, CHURCH RELATIONS:** A senior administrative official responsible for relationships between the institution and the ministers and laymen of the support church(es). (This does not include "chaplain.")
- 16.0 DIRECTOR, LEARNING RESOURCES CENTER:** The administrative official with principal responsibility over audio-visual services (educational media) and may include the library as well.

- 17.0 DIRECTOR, LIBRARY SERVICES:** Directs the activities of all institutional libraries. Functions typically include selection and direction of professional staff, acquisitions, technical services, audio-visual services, and special collections.
- 18.0 DIRECTOR, COMPUTER CENTER:** Directs the institution's major computing activities. Functions typically include computer programming, systems studies, and computer operations.
- 18.1 DIRECTOR, COMPUTER CENTER OPERATIONS/ACADEMIC:** Directs the institution's academic computing activities.
- 18.2 DIRECTOR, COMPUTER CENTER OPERATIONS/ADMINISTRATIVE:** Directs the institution's administrative computing activities.
- 19.0 DIRECTOR, EDUCATIONAL MEDIA SERVICES:** Directs the support area of audio-visual services, which includes purchasing hardware, generating software, and encouraging the use of multi-media learning devices.
- 20.0 DIRECTOR, INSTITUTIONAL RESEARCH:** The administrative staff official responsible for the conduct of research and studies on the institution itself. Functions performed or supervised typically include data collection, analysis, reporting, and related staff work in support of decision making.
- 21.0 DIRECTOR, SPECIAL AND DEFERRED GIFTS:** Directs specific institutional fund-raising in the areas of special and deferred gifts.
- 22.0 ADMINISTRATOR, GRANTS AND CONTRACTS:** Coordinates the administration of research and other programs externally funded by grants and contracts; administers the preparation of proposals and orchestrates the liaison with the funding sources.
- 22.1 GRANTS/CONTRACTS DEVELOPMENT SPECIALIST:** Provides a range of assistance for identifying and seeking outside grant and contract support.
- 23.0 DIRECTOR, AFFIRMATIVE ACTION/EQUAL EMPLOYMENT:** The senior administrative official responsible for the university-wide program designed to insure equality of opportunity on an individual basis without giving preference in opportunity to any group.
- 24.0 CHAPLAIN:** Plans, coordinates, and directs the pastoral ministry and religious activities of the campus, advises on policies and issues affecting the well-being of the campus community.
- 25.0 COMPTROLLER:** Directs accounting, payroll, cashiering, and related functions. May also have responsibility for office services, such as mail and telephone.
- 25.1 DIRECTOR, ACCOUNTING:** Responsible for the daily operation of the institution's budgetary accounting system.
- 26.0 DIRECTOR, INTERNAL AUDIT:** Directs the advisory function on internal auditing and systems accounts, which serves as an independent appraisal review regarding the physical and administrative operations of the financial areas of the institution.
- 27.0 BURSAR:** Custodian of institutional funds.
- 28.0 DIRECTOR, FOOD SERVICES:** Administers all institutional food services whether directly managed and operated or catered.
- 28.1 ASSOCIATE DIRECTOR, FOOD SERVICES:** The second senior administrative official responsible for administering all institutional food services.
- 28.2 ADMINISTRATIVE DIETICIAN:** Manages all institutional dietary work, including planning, directing, and inspecting food preparation.

- 29.0 CHIEF PHYSICAL PLANT/FACILITIES MANAGEMENT OFFICER:** The senior administrative official responsible for the construction, rehabilitation, and maintenance of physical plant facilities. Functions typically include supervision of new construction and remodeling, grounds and building maintenance, power plant operation, and parking.
- 29.1 ASSOCIATE DIRECTOR, PHYSICAL PLANT/FACILITIES MANAGEMENT:** The second senior administrative official responsible for maintenance and operation of all facilities, and less complex repair and renovation projects.
- 29.2 SUPERINTENDENT BUILDINGS AND GROUNDS/MAINTENANCE OPERATIONS:** The administrative official responsible for maintenance and operations of all facilities and grounds.
- 30.0 DIRECTOR, PURCHASING:** Conducts central purchasing operations for the institution. Functions typically include preparation of specifications, contracting, bidding, receiving and stores, approval of invoices and related matters.
- 31.0 DIRECTOR, BOOKSTORE:** Directs the operation of the campus bookstore, usually under the direction of the Chief Business Officer. Functions typically include purchase and sale of new and used books, supplies and equipment, advertising, employment and supervision of sales staff, maintenance of sales and inventory records, and related matters.
- 32.0 DIRECTOR, CAMPUS SECURITY:** Manages campus police and patrol units; directs campus vehicle traffic and parking; organizes security programs and training as needed.
- 33.0 DIRECTOR, INFORMATION SYSTEMS:** The senior official who directs the development, implementation and maintenance of institutional management information systems. Functions typically include responsibility for developing systems requirements, systems analysis, programming, applications, and coordination with user areas. May also include responsibility for direction of the administrative computer operations.
- 34.0 DIRECTOR, NEWS BUREAU:** Prepares and writes news and publicity releases and writes feature stories about institutional events and programs.
- 35.0 DIRECTOR, AUXILIARY SERVICES:** Responsible for the management and operation of college support and auxiliary services, typically food service, book store, housing, vending, student unions, and printing, but may include a variety of services and operations.
- 35.1 MANAGER, PRINTING SERVICE:** Supervises all phases of institution's in-house printing activities.
- 36.0 DIRECTOR, ADMISSIONS:** The administrative official with primary responsibility for the admission of undergraduates. May also be responsible for the admission of graduate and professional students, or for scholarship administration or similar functions.
- 36.1 ASSOCIATE DIRECTOR, ADMISSIONS:** The second senior administrative official responsible for student admissions.
- 36.2 ASSISTANT DIRECTOR, ADMISSIONS:** Subordinate to the Associate Director with responsibilities for one substantively related area (e.g. recruiting, records).
- 36.3 ADMISSIONS COUNSELOR:** Counsels prospective students regarding admission requirements, schedules, and academic programs.
- 37.0 DIRECTOR, FOREIGN STUDENTS:** Recruits and advises foreign students and coordinates academic studies for foreign students on campus.
- 38.0 DIRECTOR, INTERNATIONAL STUDIES EDUCATION:** Coordinates academic studies conducted outside the United States; advises students and faculty on international study and travel; and promotes campus activities of an international nature.
- 39.0 DIRECTOR, STUDENT FINANCIAL AID:** Directs the administration of all forms of student aid. Functions typically include assistance in the application for loans or scholarships; administration of private, state, or federal loan programs; awarding of scholarships and fellowships; and maintenance of appropriate records.
- 39.1 FINANCIAL AID COUNSELOR:** Counsels students concerning all types of available aid including loans, grants, scholarships, and work study.

- 40.0 DIRECTOR, STUDENT PLACEMENT:** Directs the operation of a student placement office to provide job placement and counseling services to undergraduates, graduates, and alumni. May also be responsible for placement of students in part-time jobs or outside the institution.
- 40.1 PLACEMENT COUNSELOR:** Develops and participates in programs for student counseling in curriculum and career planning. Coordinates employer visits and schedules student interviews.
- 41.0 DIRECTOR, STUDENT COUNSELING:** Directs the provision of counseling and testing services for students.
- 42.0 DIRECTOR, STUDENT UNION:** Directs the operation of a student union building and related student activities. Functions typically include supervision of food service facilities, activities programming, guest rooms, information desk, recreational facilities, and arrangements for special functions or activities.
- 42.1 ASSISTANT DIRECTOR, STUDENT UNION:** The second senior official responsible for the operation of the student union building and related student activities.
- 42.2 UNION BUSINESS MANAGER:** Responsible for the service operation of the student union including fiscal management, purchasing, and building programs.
- 43.0 DIRECTOR, STUDENT HEALTH SERVICES (PHYSICIAN ADMINISTRATOR):** A physician who directs the clinics, medical staff, and other programs that provide institutionally based health services for the student body.
- 44.0 DIRECTOR, STUDENT HEALTH SERVICES (NURSE ADMINISTRATOR):** A nurse who directs the clinics, medical staff, and other programs that provide institutionally based health services for the student body.
- 45.0 DIRECTOR, STUDENT HOUSING:** Directs all residence hall operations for students. May also administer off-campus housing programs.
- 45.1 ASSOCIATE DIRECTOR, STUDENT HOUSING:** The second senior official responsible for all residence hall operations for students.
- 45.2 HOUSING OFFICER/ADMINISTRATIVE OPERATIONS:** Responsible for all administrative and fiscal functions in student housing.
- 45.3 HOUSING OFFICER/RESIDENCE LIFE:** Responsible for the supervision and direction of residence life, staff, and student housing.
- 45.4 HOUSING OFFICER/FAMILY HOUSING:** Responsible for direction of married students or family housing facilities and programs.
- 46.0 DIRECTOR, ATHLETICS:** Directs intramural and intercollegiate athletic programs for men and women. Functions typically include scheduling and contracting for athletic events, employment and direction of athletic coaches, publicity, ticket sales, and equipment and facilities maintenance.
- 46.1 DIRECTOR, SPORTS INFORMATION:** Institutional representative to the media for all athletic activities.
- 47.0 DIRECTOR, ATHLETICS/MEN:** Directs intramural and intercollegiate athletic programs for **MEN ONLY**. Functions typically include scheduling and contracting for athletic events, employment and direction of athletic coaches, publicity, ticket sales, and equipment and facilities maintenance.
- 48.0 DIRECTOR, ATHLETICS/WOMEN:** Directs intramural and intercollegiate athletic programs for **WOMEN ONLY**. Functions typically include scheduling and contracting for athletic events, employment and direction of athletic coaches, publicity, ticket sales, and equipment and facilities maintenance.
- 49.0 DIRECTOR, CAMPUS RECREATION/INTRAMURALS:** Directs all non-varsity and club sports and has responsibility for some facilities including recreational areas.
- 50.0 DIRECTOR, ALUMNI AFFAIRS:** Coordinates contacts and services to alumni; develops and maintains alumni mailing lists and mailings; organizes receptions and other special alumni activities.

- 51.0 DIRECTOR, INFORMATION OFFICE:** Directs the provision of information about the institution to students, faculty, and the public. Functions typically include news media relations, preparation or review of news releases and photographs, and preparation and distribution of newsletters, magazines, and other publications.
- 52.0 DIRECTOR, COMMUNITY SERVICES:** Directs or coordinates the conduct of special (usually non-credit) educational, cultural, and recreational services to the community.
- 53.0 ADMINISTRATOR, HOSPITAL MEDICAL CENTER:** If your institution has its own hospital or medical center, this administrator is the immediate head of that facility. (If 53.0 is the same official as 11.0, please ignore 53.0).
- 53.1 DIRECTOR, MEDICAL CENTER PUBLIC RELATIONS/AFFAIRS:** Plans and executes the medical center's program of relating to the institution's external public. Promotes the institution's relationship with the media.
- 54.0 DIRECTOR, PUBLICATIONS:** Directs the planning, budgeting, writing, design, production, and distribution of institutional publications.
- 55.0 DIRECTOR, RISK MANAGEMENT AND INSURANCE:** Responsible for the protection of the institution from fortuitous loss. Advises senior management on all potential sources of loss and for decisions on how to best reduce or eliminate loss. Has responsibility for representing the institution to the insurance market.
- 56.0 - 61.0 COMBINED RESPONSIBILITY POSITIONS:** Positions 56.0 - 61.0 represent titles that indicate frequently found combinations of administrative responsibility, such as Director of Personnel and Affirmative Action or Director of Admissions and Financial Aid. If such administrative combinations exist at your institution, report them in the "Combined Responsibility Positions" section (position numbers 56.0 - 61.0). If data on a combined administrative responsibility position are reported in the Combined Responsibility Section, do not report the same data elsewhere in the Survey as two Survey positions. For example, if your institution has a single administrator who is Director of Admissions and Financial Aid, report it in the Combined Responsibility Section as position number 59.0. Do not report it as position number 36.0, which is reserved for Director of Admissions only, or position number 39.0, which is reserved for Director of Student Financial Aid only.
- 62.0 - 34.0 DEAN or Equivalent Administrative Title (e.g., directors of academic divisions in community colleges):** Serves as the principal administrator of the instructional division indicated (i.e., Architecture, Agriculture, Nursing, etc.).
- 93.1 ACADEMIC COUNSELOR:** Counsels students concerning an appropriate academic schedule, choice of major, credit hours to be taken, probation and/or suspension.

CUPA ADMINISTRATIVE COMPENSATION SURVEY -- SPECIAL STUDY ORDER FORM

Please read through entire form before beginning to fill it out. Print or type all information. Please use a SEPARATE FORM for each report you order. If you have ANY questions call Sandy Shapiro at (202) 462-1038. Barring unforeseen technical difficulties, you will receive your report(s) within 10 days after CUPA headquarters receives your request and payment. All requests for Special Studies must be sent to CUPA, 11 Dupont Circle, Suite 120, Washington, D.C. 20036.

Name _____ Title _____

Institution _____ Phone () _____

Mailing Address _____

City, State and Zip _____

Did your institution participate in the 1982-83 Survey? _____ Yes _____ No

Is your institution a CUPA member? _____ Yes _____ No

Do you want data from _____ 1982-83 Survey, _____ 1981-82 Survey, _____ 1980-81 Survey,
_____ 1979-80 Survey, _____ 1978-79 Survey? (Check one, two, three, four or five years)

Do you want data for _____ primary positions _____ secondary positions? (Check one)*

COMPLETE ONE OF THE FOLLOWING SECTIONS: I, II, OR III.

I. If you wish to receive data compiled on the basis of general institutional characteristics, answer as many of the following questions as there are characteristics that are important to you.

A. SYSTEM STRUCTURE (check as many as desired):

- | | |
|---|--|
| 1. _____ A single institution | 4. _____ A co-equal campus of a system |
| 2. _____ An administrative office of a system | 5. _____ Not applicable to my request |
| 3. _____ A main campus of a system | |

B. CLASSIFICATION (check as many as desired):

- | | |
|-------------------------------------|---------------------------------------|
| 1. _____ 2 Year College | 6. _____ Medical School or Center |
| 2. _____ 2 Year Technical Institute | 7. _____ Theological Seminary |
| 3. _____ 4 Year College | 8. _____ Other (please note below) |
| 4. _____ University | _____ |
| 5. _____ Law School | 9. _____ Not applicable to my request |

C. SOURCE OF SUPPORT (Check as many as desired):

- | | |
|--|---------------------------------------|
| 1. _____ Public | 3. _____ Private, independent |
| 2. _____ Private, religious group affiliated | 4. _____ Not applicable to my request |

D. EDUCATION AND GENERAL BUDGET (specify number/range in one of the following):

- | | |
|-----------------------|---------------------------------------|
| 1. Less than \$ _____ | 3. Between \$ _____ and \$ _____ |
| 2. More than \$ _____ | 4. _____ Not applicable to my request |

E. FTE STUDENT ENROLLMENT (specify number/range in one of the following):

- | | |
|--------------------|---------------------------------------|
| 1. Less than _____ | 3. Between _____ and _____ |
| 2. More than _____ | 4. _____ Not applicable to my request |

F. FTE FACULTY (specify number/range in one of the following):

- | | |
|--------------------|---------------------------------------|
| 1. Less than _____ | 3. Between _____ and _____ |
| 2. More than _____ | 4. _____ Not applicable to my request |

H. GEOGRAPHIC AREA (complete ONE of the following):

1. States (please do not abbreviate; list all states in which you want data)

2. _____ Not applicable to my request.

- II. If you wish to receive data from a number of specific institutions, examine "Appendix B (p.) — Responding Institutions" -- of the 1982-83 Ad Comp Survey and choose TEN OR MORE (a confidentiality provision) institutions and list their names and city/states or attach additional pages. (If you don't have access to the 1982-83 Survey, then list the institutions and you'll be contacted about difficulties, if any.) If you want a report on 1981-82 data see Appendix B (p. 97) of the 1981-82 Ad Comp Survey, for 1980-81 data see Appendix B (p. 96) of the 1980-81 Ad Comp Survey, for 1979-80 data see Appendix B (p. 86) of the 1979-80 Ad Comp Survey or for 1978-79 data see Appendix B (p. 96) of the Ad Comp Survey.

- III. If you are unable to state your requirements in either of the above ways for whatever reason, use the space below (or attach additional pages) to describe your interests/concerns and you'll be contacted to discuss them.

Mail this form and a check payable to: CUPA, 11 Dupont Circle, Suite 120, Washington, D.C. 20036. Fees for standard studies (Section I or II) are \$125 each for CUPA members that participated in the 1982-83 survey; \$175 for CUPA members that did not, and the same price for nonmembers that did participate; and \$250 for nonmembers that did not participate. Comparative studies are \$75 each. Fees cover one year of data so the fees double for the same study done on two years of data. Fees for special studies (Section III) are negotiated with CUPA on a case-by-case basis.

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